



# WORLD NEWS

EUROPE

## Four-year battle for the soul of Crédit Lyonnais

Andrew Jack in Paris describes the French government's long struggle to persuade the pugnacious EU competition commissioner Karel Van Miert to accept its rescue plan for the ailing state-owned bank

**E**arly on Friday May 1, a top executive of Crédit Lyonnais boarded the high-speed train linking Paris to Brussels on an urgent and extremely secret mission.

His aim was to unblock the stalemate between the French government and the European Union competition authorities over a rescue plan for the state-owned French bank. Unless an agreement could be reached within the next few days, Crédit Lyonnais – one of the largest banks in Europe – risked collapsing, with huge international financial and political repercussions.

Pascal Lamy was the best qualified man for the challenging weekend ahead. One of the four members of the executive committee of Crédit Lyonnais, he was also the ultimate political insider in Paris and Brussels alike.

Formerly a senior civil servant, he was chief of staff for a decade to Jacques Delors, president of the European Commission until 1995. A tall, lanky figure with close-cropped hair, Lamy was the realist to the visionary Delors, the hard man who made things happen in Brussels, building a network of loyal supporters who became known as the Stasi.

Yet even for someone instrumental in the negotiations which led to the creation of the single European market and the Maastricht treaty on monetary union, Crédit Lyonnais presented Lamy with one of the biggest challenges of his career.

Since joining Crédit Lyonnais, he had scarcely set foot in Brussels. Concerned about potential conflicts of interest with his old job, he preferred to concentrate on the practical task of restructuring the bank.

Only an extraordinary event would draw him directly into the talks about a new rescue plan that had

been dragging on for over two years. That event had taken place at the start of the same week, raising the negotiating stakes to conditions of near panic.

For months, Karel Van Miert, the Belgian competition commissioner, had been looking for a fight. A taciturn, placid-looking man, Van Miert was liable to periodic outbursts of anger. No case he had examined since his appointment in 1992 triggered his ire more than Crédit Lyonnais.

It had incurred huge losses through a combination of mismanagement, misguided business ventures and reckless lending to corrupt businessmen, some linked to political parties.

EU officials say it was only in 1994, by reading articles in the French press, that they learnt of an initial rescue plan to deal with the bank's poorly performing

on good faith the figures and commitments given in the plan, which it calculated would ultimately cost Crédit Lyonnais as part of the plan was becoming too great, and risked permanently hindering its turnaround.

Van Miert agreed an emergency package in September that would ease the short-term financial pressure while a new plan with substantial new penalties was swiftly prepared. Yet despite frequent demands from Brussels, the months passed without any response.

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was ready by spring 1997, but "it was broken by the Matignon", the office of Alain Juppé, the prime minister. Traumatised by the failure of the privatisations of Thomson and GAN at the end of 1996, Juppé was nervous about a sale. Then President Jacques Chirac called snap general elections.

Credit Lyonnais was forgotten.

It was only with the victory of the left-wing coalition in June 1997 that work resumed in earnest. Dominique Strauss-Kahn, the brilliant new economics minister, quickly forged a better working relationship with Van Miert, a fellow Socialist. By July, a plan had been submitted to Brussels.

But Van Miert was not satisfied. He resolved to impose extremely tough conditions in exchange for the state aid plan, which was the one on which his own tenure as competition commissioner would be judged.

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argued that the cost of the loan imposed on Crédit Lyonnais as part of the plan was becoming too great, and risked permanently hindering its turnaround.

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property loans. But as the extent of the losses became clear in subsequent months, the French government had no choice but to broker a far more ambitious second plan – and to seek Brussels approval.

With general elections approaching in spring 1998, Edmond Alphandéry, the economics minister in the centre-right government, uttered a phrase which would become notorious: "The plan will not cost the taxpayer a penny."

An EU official says: "We were debaters. We had never examined a case of state aid to a bank." The Commission largely accepted

his successor, Jean Arthuris.

Some EU officials also describe Peyrelade as arrogant and unco-operative.

Van Miert certainly believed that the Crédit Lyonnais chairman stalled in implementing the plan's requirement to sell foreign assets.

Van Miert became equally frustrated with the French administration. A "zero coupon bond" agreed in 1995 to help finance the bank's losses was never launched.

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## ASIA-PACIFIC

## HK voters apathetic before poll

Chinese territory election sparks interest abroad only, writes Louise Lucas

**Housing plea**

Li Ka-shing, a leading Hong Kong property tycoon, urged the territory's government yesterday to rethink its housing policy as price-cutting on apartment blocks escalated. He said that while public housing was necessary, "whether the government should be building these units at such a rate is something that perhaps it should review". The government has pledged 85,000 new homes a year, 50,000 of which are to be public. But more than 2,000 would-be buyers have forfeited deposits in the face of falling prices and high interest rates.

A survey released this month by the Hong Kong Transition Project, led by Michael DeGolyer of Hong Kong Baptist University, shows economic concerns are uppermost in voters' minds. Some 57 per cent of its respondents, up from 43 per cent last June, ranked economic concerns top.

But analysis say the candidates for what will be the first elected legislature in Hong Kong since China resumed sovereignty in July 1997 are expending scant energies on the issues which are closest to people's hearts.

Instead, canvassing has been more notable for small-scale bickering, gross ignorance of key data such as the number of jobless, and clichéd promotions.

Lack of interest has been compounded by what Richard Margolis, vice president at Merrill Lynch, describes as the "rather byzantine details" of the elections. Although 60 seats are being contested, only 20 will be selected by universal suffrage. Of the remainder, 30 legislators will be chosen by a 220,000-strong pool of professional and trade groupings, the so-called "functional constituencies", and the final 10 by an electoral committee.

Canvassing has been neutered by the absence of a party already in power. Hong Kong's government is nominally politically neutral - the chief executive, Tung Chee-hwa, was chosen by a Beijing-backed committee, and his secretaries are career civil servants.

The political make-up of the legislature returned this weekend is unlikely to differ much from that of the wholly elected legislature of 1995.

Despite Unionists' mut-

## Taiwan economy achieves growth rate of 5.92%

By Louise Tyson in Taipei

Taiwan's gross domestic product grew at an annual rate of 5.92 per cent in the first quarter of this year, well short of the government's target of 6.18 per cent but above private sector forecasts.

Officials at the cabinet statistics office said yesterday the government would lower its forecast for full-year 1998 GDP growth to 6.02 per cent from the current 6.18 per cent. But it trimmed the inflation forecast for 1998 from 3.01 per cent to 2.5 per cent.

The economic slowdown was attributed mainly to the

impact of Asia's financial turmoil. "Economic contraction in the south-east Asian countries and weaker demand from overseas [for Taiwan's exports] resulted in smaller growth of manufacturing production," said the Directorate General of Budget, Accounting and Statistics.

Wei Duan, chief statistician, nevertheless said he expected strong private investment to be the "lumine of this year's economic growth", suggesting a shift to investment-driven growth from export-oriented growth.

The statistics office forecast exports would decline 2.65 per cent and imports 0.3 per cent in 1998 because of slowing global trade, stagnation in mature economies, a slowdown in south-east Asia and depreciation of Taiwan's currency.

Overseas demand for Taiwan goods fell 3.17 per cent from January to April 1998 compared with a year ago. But Taiwan should end the year with a US\$4.75bn surplus, the office predicted.

Taiwan's GDP grew 6.81 per cent last year, recording a strong 7.08 per cent in the fourth quarter alone in spite of Asia's financial turmoil. Economic growth fell below 6 per cent in 1996 but has climbed since.

The Taiwan dollar has fallen 15 per cent in the last year, a modest decline compared with most of its neighbours which were hit hard by the financial troubles that swept the region from mid-1997. The local currency's relative strength against rival currencies has made some Taiwan goods less competitive.

## Korean bank rescue raises doubts over political will

John Burton reports that thousands of jobs will have to go and that heavily indebted chaebol may have to face restructuring

**A** Won50,000bn (\$35bn) state-rescue of South Korea's troubled banks forms the centrepiece of what the government of Kim Dae-jung has proclaimed as the "year of restructuring" to haul the nation out of its economic crisis.

But analysts question whether officials have the political will to implement a programme that would cost thousands of jobs as banks consolidate and cut lending to debt-heavy companies during the worst recession in two decades.

"I wonder if the government realises that it may have bitten off more than it can chew," said Henry Morris with Industrial Research and Consulting in Seoul.

The government will recapitalise the banks, buy back bad loans and improve deposit protection under a programme that would place large parts of the sector under state control. Officials said they would force mergers among near-bankrupt financial institutions and expect them to call in loans to "non-viable" businesses.

"The real adjustment process is only just beginning," said Kang Bong-kyun, the

senior presidential economic adviser.

Foreign bankers say the government had little alternative to providing state funds to save a financial industry tottering under Won115,000bn in bad loans. It was unlikely that foreign banks would provide the funds needed to recapitalise the banks through equity investments.

But analysts believe that the government may have underestimated the cost of the bank rescue effort. The state-run Korea Development Institute, which drafted the plan, initially estimated the cost at Won67,000bn and some analysts believe that as much as Won100,000bn may be needed if more big conglomerates, or chaebol, go bust.

Big bankruptcies seem inevitable if the government decides to use the reformed banking sector to prod the diversified chaebol to accelerate restructuring by threatening to withhold credit from those seen lagging.

"Corporate restructuring of the debt-ridden large companies will be pursued in tandem with bank reforms,"



Kim Dae-jung with the IMF's Michel Camdessus at the beginning of the 'year of restructuring'

said Lee Hun-jai, chairman of the financial supervisory commission.

Officials claim they will abstain from directly interfering in bank lending decisions and instead provide transparent guidelines on corporate borrowing. But doubts remain whether the banks, which have traditionally relied on state directives on loans, are up to the task.

"The credit analysis in Korea is probably the worst I've seen," said one World Bank official.

Moreover, a banking sector under state control makes it susceptible to political calculations.

A decision yesterday by creditor banks to provide a low-interest Won500bn emergency loan to save the Dong Ah group, Korea's 10th largest conglomerate, from collapse has raised questions about attitudes to credit for dying industrial groups.

Mr Lee, considered one of the top economic reformers, has criticised the banks for propping up "brain-dead" chaebol out of fear that a "default on existing debt could endanger the banks".

But he offered a robust defence yesterday of the ball-

forced to resign and the banks have taken over management control as they swap debt for equity. Moreover, Dong-Ah will concentrate on its core construction business as it sells the rest of its subsidiaries.

"Dong Ah is not saved as a group. It will be broken up totally. It's not the same as bankruptcy, but it comes close. We have to compare the social costs between bankruptcy and restructuring."

Mr Lee said that Dong-Ah could yet serve as a model for chaebol reform under bank supervision.

The group's chairman was

## Malaysia to spur exports

By Sheila McNulty in Singapore

Malaysia will raise export credit financing facilities to M\$40bn (US\$16.6bn), from less than M\$2bn, with immediate effect in the hope of increasing exports to expedite economic recovery.

Anwar Ibrahim, the Malaysian finance minister, was quoted by the government news agency, Bernama, yesterday as saying M\$3bn of the money would go to export credit refinancing and M\$1bn to supplier, buyer and overseas investment credit facilities managed by the Export-Import Bank.

Malaysia, like its south-east Asian neighbours, has been hoping to export its way out of the regional crisis. But with domestic financial institutions burdened by mounting unpaid loans, companies have had difficulties obtaining new financing.

High interest rates are also serving as a deterrent.

On Wednesday, Mr Anwar announced the creation of an asset management company to buy the non-performing loans and assets of troubled financial institutions to revive and sell.

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## THE AMERICAS

# Netscape avoids role of 'victim'

By Louise Kehoe  
in San Francisco

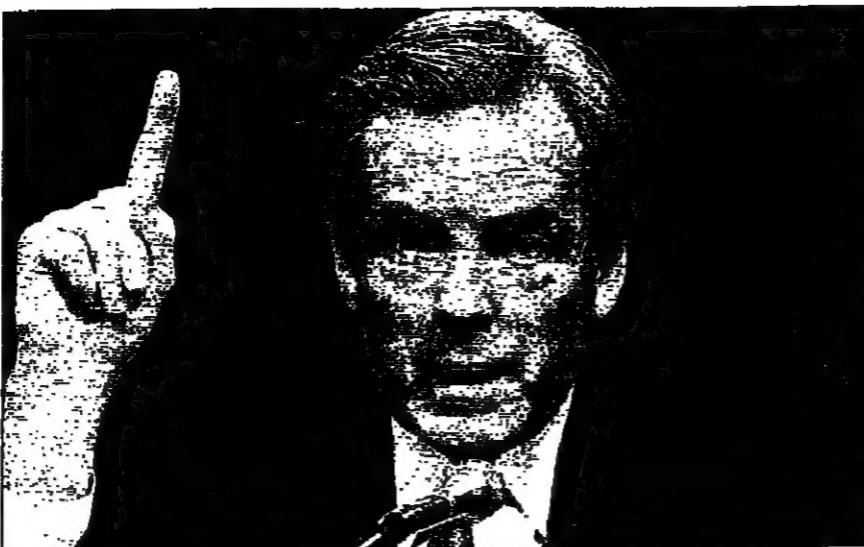
**Netscape Communications**, the internet browser pioneer at the centre of US federal and state antitrust charges against Microsoft, does not want to go down in history as "the victim".

"Microsoft tried to crush us," said Roberta Katz, Netscape general counsel, but "we are busy rebuilding our business." The once high-flying software venture, which grew rapidly by helping to commercialise the internet, is now refocusing its efforts on corporate networks, internet commerce and related services.

Yet Netscape cannot escape its central role in the US and state antitrust lawsuits against Microsoft. Throughout the lawsuits, Microsoft's moves to allegedly squeeze Netscape out of the market for internet browser software provide the core evidence against the software industry leader.

"A year ago, the internet browser represented 50 per cent of our revenues," Ms Katz said.

To compete with Microsoft - which incorporated its browser program in the dominant Windows PC operating system - Netscape has been forced to distribute its own



Jim Barksdale, Netscape chief executive: 'We cannot afford a legal battle on our own behalf'

AP

browser free of charge. "Microsoft has tried to hide the ball... to misrepresent what the antitrust lawsuits are all about," said Ms Katz. "They would like the world to think this is a commercial dispute between Microsoft and Netscape. It is really about Microsoft violating laws."

The federal and state officials are "acting in their roles as prosecutors, not regulators".

Although internet browsers are just one application of PCs, they are critical because they give users access to the vast resources of the internet. "The fear is if one company, Microsoft, controls the browser market, it will have a choke-hold on the internet, internet communications and internet commerce."

The internet is based on "open", or public standards, said Ms Katz. In contrast, Windows is based on Microsoft's proprietary standards.

"Microsoft may say that it makes its Windows standards available to other soft-

ware developers, but it still controls when, how and who can access that technology."

Ms Katz said on this issue "we care very deeply. Everybody who is doing business on the internet should care". Microsoft's efforts to monopolise the browser market could "do very serious harm to consumers".

The issues at stake are much broader than Netscape, Ms Katz insisted. "The personal computer has become the essential tool for doing business. No one com-

pany should control it." Although the current cases focus on internet browsers, "nobody said the cases filed this week are the final act," added Ms Katz. The Justice Department investigation is continuing, she noted, so Microsoft's moves to bundle other types of software with its operating systems may also come under scrutiny.

Despite the critical role of personal computing, the industry should not be regulated, or have government overseers, Netscape insisted. "The government needs to enforce the antitrust laws now if we are not to get to the point where consumers are demanding government regulation. We very much believe in the power of the marketplace."

For all of its objections to Microsoft's efforts to dominate the internet software sector, Netscape has "no plans at this time" to bring its own lawsuit, said Ms Katz.

Jim Barksdale, Netscape chief executive, with his hand raised in a gesture.

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## First Microsoft court hearing today

It must win this first phase to safeguard the launch of Windows 98. The odds are not in its favour. Louise Kehoe reports

**M**icrosoft will today face the first court hearing in the sweeping antitrust lawsuit filed against the software company on Monday by the US Justice Department - and in this early phase of the case, the odds are not in its favour.

Although today's hearing is merely a scheduling session, it marks the beginning of what may be the most critical part of the antitrust action.

Microsoft must win this first phase if its plans next month to launch Windows 98, a new version of the

widely used PC operating system, are not to be placed at risk. Hearing the government's request for a court order forcing Microsoft either to separate its own internet browser software from Windows 98 or to include Netscape Communications' rival browser will be Judge Thomas Penfield Jackson of the US District Court in Washington.

The issue is not new to Judge Jackson. He has already adjudicated in an earlier legal tussle between the Justice Department and Microsoft and ruled for the government.

Microsoft, which appeared to antagonise Judge Jackson in the earlier case, cannot be optimistic. When the judge

ordered Microsoft to separate its browser from Windows 98, currently the dominant PC operating system, the company complied with the letter - but perhaps not with the spirit - of his direction. It offered PC manufacturers a Hobson's choice: a non-working version of Windows 98 with the browser removed, or the fully functional version including the browser.

This irritated the judge, who rebuked Microsoft in open court and eventually got his way when Microsoft agreed to simply hide the browser from PC users.

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While it may be years before the courts finally rule on the core charges against Microsoft - the injunction phase of the case could be resolved in a matter of weeks and it will determine, to a large degree, whether the antitrust case will have any short term impact on how Microsoft does business as well as the prospects of its competitors in the PC software market.

Windows 98 could potentially disrupt sales, scheduled to begin on June 25.

Microsoft's lawyers are already anticipating a move to the appeals court, where it recently won a favourable ruling limiting the effects of Judge Jackson's order. A ruling on whether to let stand the judge's order is pending.

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## BUSINESSES FOR SALE

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#### ANNOUNCEMENT

OF A SECOND PUBLIC AUCTION FOR THE HIGHEST BIDDER  
FOR THE SALE OF THE TOTAL ASSETS OF  
NITROGENOUS FERTILISERS INDUSTRY (AE.BAL) S.A.  
NOW UNDER SPECIAL LIQUIDATION

A second public auction for the highest bidder with sealed, binding offers for the sale, as a whole, of the assets of NITROGENOUS FERTILISERS INDUSTRY (AE.BAL) S.A. established in the municipality of Ptolemais in the prefecture of Kozani and installed on a plot of land about 1,752,220 m<sup>2</sup> in area. The buildings cover a total area of about 100,000 m<sup>2</sup> in various parts of the plant according to production requirements. The factory lies about 4 km. north of Ptolemais and about 28 km. north of Kozani. A.E.BAL S.A. produces fertilisers such as nitric ammonia, calcium nitrate, nitric acid, ammonia, ammonia carbamate, ammonia 21% and compound fertilisers. More information on its products and the capacity of each unit are contained in the Offering Memorandum.

#### Terms of the Announcement

- The auction will be conducted in accordance with the provisions of article 46a of Law 1892/1990 as supplemented by article 14 of Law 2000/1991 as currently in force; the terms contained in the present announcement and the terms contained in the offer document accepted by the liquidator and the creditors will prevail over any other document or agreement.
- For a full awareness of the company for sale, interested buyers are invited to receive, on signature of a confidentiality agreement, the detailed Offering Memorandum and ask for any other information.
- In order to participate in the auction, interested parties must submit a sealed, binding offer to the notary public assigned to the auction, Mrs. Despina Kyriacou-Syrrakou, at 48, 25th March Street in Ptolemais, tel. 9-12200 hours on Monday, 19th June 1998, valid until 12 noon. The offer should be made in person or by proxy. Interested parties may submit an offer even if they do not intend to buy the company. Offers need not contain any option upon which their bidding will depend or which create vagueness with regard to the amount or the method of payment of the offered price or with regard to any other essential points. The liquidator and the creditors maintain the right, at their incontestable discretion, to reject offers which contain terms and exceptions, even if they are more favourable than other offers, or conditions which are reasonable to be rejected.
- Offers must be submitted, on penalty of cancellation of the offer, by a letter of guarantee from a bank legally operating in Greece, to the amount of two hundred and fifty million drachmas (CDR 250,000,000) as specified contained in the Offering Memorandum. Also, the amount of two hundred and fifty million drachmas (CDR 250,000,000) as specified contained in the Offering Memorandum, plus any improvements made to it.
- The offers will be opened by the notary in her office at 14:00 hours on Monday, 19th April. Interested parties who have submitted an offer will be informed of the results.
- Offers must specifically state the offered amount and method of payment on cash or on credit, the number of installments, payment by instalments, the period for which they are to be paid and the interest during the entire period of settlement. If there is no reference to the method of payment, whether the part on credit will bear interest or not, and if the interest rate to be calculated, will be considered correspondingly that a) payment will be in cash, b) the part on credit will be paid without interest and c) the interest on any part of the offer will be calculated on the basis of the date of the offer.
- Essential criteria for evaluating the merits of the size of the amount offered, by the number of job positions to be created, c) the guarantees provided for settlement of the balance on credit and the fulfillment of other terms, d) the reliability and credit worthiness of the interested party, e) the business plan and in particular the height of proposed investments and f) the commitment to keeping the business running and for how long.
- For all the above points as well as the remaining terms to be agreed upon (job positions, height of investments, etc.) the buyer will be responsible for all expenses, additionally covered by property or other securities, which will guarantee compliance with the terms agreed upon.
- The elements which make up the company's assets shall be sold "as is and where is", and more specifically, in their actual and legal condition and at the place where they are situated on the day of signature of the sale contract. The liquidator and the creditors are not responsible for legal or physical defects or deficiencies of any kind of the assets for sale, nor for any removal or installation expenses, nor for any costs of removal or installation of the assets with their own means and diligences and at their own expense, back into and form their own assessment of the objects for sale. The submission of an offer implies that the interested party is fully aware of the legal and actual state of the objects for sale.
- In the event that part payment is on credit, the present value will be taken into account in evaluating the offer, which will be calculated on the basis of a 1.4% annual discount rate.
- At the time of the payment for the assets of the company under liquidation are subject to the obligation to appear at the notary public in Ptolemais in the following invitation, in order to sign the relevant contracts in accordance with the terms of the present Announcement and of his offer, as finally composed, then the guarantees, as above, is forfeited in favour of the liquidator and the creditors in order to cover all expenses of any kind, time spent and cost of hypothetical losses sustained, with no obligation to provide proof of such, and consider the amount as a prima facie and collect it from the liquidator.
- The liquidator bears no responsibility towards participants in the auction, both with regard to the report assessing the offer or to his proposal of the highest bidder. Also, he is not liable and has no obligation to the participants in the auction in the event that the auction is cancelled or declared null and void if no result is deemed unsatisfactory.
- Those persons taking part in the auction and submitting offers do not accept any right, claim or demand from the present Announcement and from their participation in the auction, against the liquidator or the creditors for any cause or reason.
- According to para. 13 of article 46a of Law 1892/1990 the sale contract and the necessary transfers resulting from it and any other transaction or agreement from taxes, duties or other fees or payments due while the rights and fees of自然人 (natural persons) are transferred to the buyer. Any transfer in the name of the liquidator (VAT, the fees of lawyers, notaries and mortgage, judiciary expenses, etc. rights and other expenses) are to be borne by the buyer. The present text was drafted in Greek and translated into English. However, in the event of differences occurring in translation, the Greek text will prevail.
- In order to obtain the Offering Memorandum and for any additional information, please apply to the offices of the liquidator 1 Eratosthenes & Vass. Constantine Sis. Athens, Tel. (011) 2262110, 2262252, 2262550 and Fax (011) 226222.

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### INTERNATIONAL TAXATION ISSUE IS 'QUESTION OF FAIRNESS'

# Reform opened up gaping tax loophole

By Gerald Baker  
in Washington

When the US Treasury simplified its international taxation arrangements in 1996, it had not intended to hand some of the most profitable US companies a sizeable tax break. But that is exactly what it did, largely at the expense of foreign governments.

Despite the critical role of personal computing, the industry should not be regulated, or have government overseers, Netscape insisted.

For more than 30 years, until 1996, a US company that moved passive income - interest, dividends and profits - from one subsidiary in one country to another in a third country had to pay US corporate income tax.

But when the rules were changed that year to simplify treatment of financial transfers, tax accountants quickly realised a gaping hole had opened up.

This is how it works. A manufacturing subsidiary of a US holding company in, for example, Germany can now borrow from a financial subsidiary of the same US holding company in, say, the Netherlands. Interest on that

loan is fully tax-deductible in Germany. Treasury officials believe companies have now arranged their international structures so that funds are lent from the Dutch subsidiary to the German operation so the interest payments in Germany are roughly equal to the total profits of the German subsidiary - thereby eliminating its tax liability.

Meanwhile, the Dutch subsidiary pays only a very small amount of tax on its income - the spread between its cost of funds and the rate at which it lends to the German sister-company.

The Treasury wants to force companies to pay the US tax, as they would have done before the change was introduced in 1996.

"This is really a question of fairness," says Mark Weinberger, a leading Washington lobbyist who has been pressing the companies' case with congressmen. "It's not realistic to suggest the tax treatment issue will persuade companies to invest overseas if they were not already planning to do so."

In any case, members of Congress believe the issue is one of tax policy, not simple administration, and therefore is a matter for them to decide and not the Treasury.

### Greenspan still wary of fall-out from Asia crisis

By Stephen Fisher  
in Washington

Asia

is

still

have

severe

repercussions

on

the rest

of

the world

economy,

Alan Greenspan, chairman of the US Federal Reserve, said yesterday.

"There was and is a small, but not negligible,

## INDONESIA: AFTER SUHARTO

<b>May 12</b>	<b>May 13-14</b>	<b>May 15</b>	<b>May 16</b>	<b>May 18</b>	<b>May 19</b>	<b>May 20</b>	<b>May 21</b>
Six students killed in clashes with security forces in Jakarta, the first fatalities in three months of demonstrations.	Jakarta shaken by rioting and looting. Ethnic Chinese businesses badly hit. More than 500 killed in fires started by rioters.	Suharto returns early from overseas trip. Orders crackdown on rioters; reverses sharp fuel price rises.	Evacuation by ethnic Chinese and employees of foreign companies accelerates. Jakarta airport jammed with evacuees.	Harmoko, Speaker of parliament and close associate of Suharto, calls on him to step down. Wiranto, head of the armed forces, says call is illegal.	Suharto promises to step down after implementing political reforms and holding parliamentary elections. But he does not give timetable.	Rais, a leading opponent, calls off mass protest, fearing confrontation with army. Ruling Golkar party calls on Suharto to resign.	9.00am Suharto steps down; replaced by B.J. Habibie, vice president.

## REACTION

## ROLE OF MILITARY GENERALS TAKE PRUDENT PATH TOWARDS CHANGE OF POWER

## World leaders' sigh of relief

By Our International Staff

US President Bill Clinton yesterday welcomed the decision by President Suharto to step down but indicated he saw the move as only the beginning of the hoped-for transition to democracy. "We urge Indonesia's leaders to move forward promptly with a peaceful process that enjoys broad public support," he said. The US "stands ready to support Indonesia as it engages in democratic change."

US officials remained in doubt that B.J. Habibie, who was sworn in as president to serve out Mr Suharto's term until 2003, would be in power for long.

Ryutaro Hashimoto, Japan's prime minister, welcomed Mr Suharto's resignation but expressed concern at the possibility of further uncertainty in Indonesia. Japanese companies, which have invested heavily in the country, are among the hardest hit by the turmoil in Indonesia.

Mr Hashimoto said his government would continue to support Jakarta and its reforms with aid. Japan - the largest aid donor to Indonesia - has committed \$1bn in yen loans in the wake of the currency crisis.

Leaders in the countries which make up the Association of South East Asian Nations (Asean) welcomed Mr Suharto's resignation, relieved that there had been little bloodshed or social chaos threatening to spill over their borders. But they remained mindful of the message his swift downfall sent to other authoritarian dictatorships in the region. "We hope this will provide a lesson for all of us here in the Philippines as well as in Asean that the right approach... is to stay on the track of reform in consultation with our people," said President Fidel Ramos of the Philippines, an ex-general and veteran of "people's power" protests, who steps down next month.

Malaysia said it would temporarily suspend the deportation of illegal Indonesian immigrants to give a respite to the new government. Thailand's prime minister, Chuan Leekpai, said Asean should do all it could to help Indonesia make a smooth transition.

Portugal's President Jorge Sampaio said "the day of freedom for East Timor is closer" following Mr Suharto's resignation. East Timor was invaded by Indonesia in 1975 after Portugal, the former colonial power, pulled out.

## THE NEW LEADER STUDENTS AND INVESTORS HAVE DOUBTS ABOUT SUHARTO'S SUCCESSOR

## Habibie will be hard-pressed to win legitimacy

By Sander Thomas and John Riddiford

When President Suharto bowed his head, took one step back and made room for B.J. Habibie to take the oath yesterday, he averted a messy impeachment by parliament, a military coup or popular revolt that could have ended in bloodshed in the world's fourth largest nation.

Mr Suharto, 76, and his eldest daughter left the presidential palace in an armoured Mercedes-Benz with civilian number plates (his old Mercedes was kept aside for Mr Habibie). But Mr Suharto kept an escort of 10 cars and won a public pledge of protection from General Wiranto, commander of the armed forces.

Mr Suharto's economic legacy - though recently tarnished - remains enviable. The fast improvements in infrastructure, nutrition, welfare, education and health - financed with oil revenues and a 50-year foreign investment boom - can spur a rapid revival of his economy if and when investor confidence returns.

Yet there is little cause for cheer to many Indonesians, nor for the foreign investors and neighbouring countries that eventually turned against Mr Suharto. While Mr Suharto's resignation is a step towards peaceful political change, many regard Mr Habibie as cut from the same cloth.

Mr Habibie has not been endorsed by any major movement other than the

military. He has got only conditional, and grudging, acceptance from opposition leaders. They will shy away unless he guarantees speedy elections and presents a credible cabinet within days. He promised reforms but failed to mention elections.

Most students rejected Mr Habibie outright and demanded an extraordinary session of the People's Consultative Assembly, the highest legislative organ which combines parliament and 600 appointed members, to appoint a new president and vice president.

"The students stand by their principle - no more corruption, no more nepotism," said Anwar Nasution, a critical economist. "Mr Habibie is part of that. It's difficult to sell the guy."

Mr Habibie has few friends in the People's Consultative Assembly, which may gather to vote on his mandate if elections are not held soon.

It elected him by consensus in March but only under pressure from Mr Suharto. Many expect it to favour Try Sutrisno, the previous vice president, or Mr Wiranto, but the student movement may have enough momentum to push for a more radical alternative.

"There is no one obvious person," said Alan Dupont, fellow at the Centre for Security and Defence Studies at Australian National University. "We may well see a government of national unity, which may include Amien Rais, Try Sutrisno and possibly even Ginting" (Kartasusila, the minister for eco-

nomics, finance and industry). "Whoever it is must have the support of the armed forces."

So Indonesia has won some respite, but not much. "The most benign outcome would be political reforms leading to elections six to nine months from now," said Charles Blitzer, director for emerging market research for Donaldson, Lufkin & Jenrette, a US investment bank. "What the markets are looking for is not a dramatic turnaround but some quiet."

The economic crisis which brought down Mr Suharto still rages on and could well bring down Mr Habibie, whether he implements political reforms or not.

Mr Habibie has said little about his economic views since he became vice presi-

dent, but his past comments have unnerved investors. When Mr Suharto announced his choice for running mate in January, the rupiah plunged to an historic low of Rp17,000 to the US dollar - a level it did not reach even during last week's riots. His nationalist, interventionist and expensive industrial policy as minister for science and technology for 20 years, when he ran 10 of Indonesia's largest state enterprises, highlighted much of what brought Indonesia its current economic crisis.

"Habibie would not be the investors' first choice," Mr Blitzer said. "But the key is political legitimacy. If he gets the support of the Indonesians, people in the markets could work with him."

"Habibie would not be the investors' first choice," Mr Blitzer said. "But the key is political legitimacy. If he gets the support of the Indonesians, people in the markets could work with him."



Habibie yesterday

sition but withheld endorsement of Mr Habibie until the presentation of a new cabinet.

"If it consists of corrupt people, if it stinks with nepotism, then I will not endorse it," he said. "I think Habibie is expected to have a provisional government. Maybe after three or six months at the most, Habibie has to go, too."

Mr Rais and other leaders urged general elections within six months, followed by a session of the People's Consultative Assembly, which incorporates parliament and 500 appointed members. The assembly would then elect a new pres-

ident and vice president.

Most students, by contrast,

demand an urgent assembly meeting to elect a new president, rejecting Mr Habibie outright.

"I'm really happy now but it's not finished," said Nanang Iriyanto, an economics student at Mercu Buana University who joined a student celebration outside parliament. "We must destroy all of this regime. Whoever becomes our president is OK, as long as he is capable. But not Habibie, because he is part of this regime."

Mr Habibie goes down as poorly with foreign investors, who distrust his interventionist, expensive and erratic economic theories.

Domestic investors are wary of the dozens of companies run by his family, which has profited from his proximity to power, much like the Suharto family. The ethnic Chinese business community is especially wary, fearful Mr Habibie's strong Moslem views and support for non-Chinese businesses.

"To be fair to him, he also enjoys some confidence among some students and the middle class, who bought his vision of high-technology development," one diplomat said. "But for most people, he is a Suharto crony."

## AMRIEN RAIS SMART TACTICIAN WHO HAS WON WIDE SUPPORT



Rais at a press conference yesterday

It took Amien Rais almost half an hour on Wednesday to travel the few hundred yards from the gates of Indonesia's parliament to the platform from where he was to address a crowd. A throng of cheering students jostled and slowed his steps.

Such was the support for the Moslem academic and opposition leader who emerged at the forefront of moves to unseat President Suharto. "All Indonesian people trust Amien Rais,"

said Edwin, an economics student at the University of Indonesia. He was one of more than 10,000 who had occupied the country's parliament, demanding Mr Suharto step down and end his 32-year rule.

That demand was met yesterday, transforming Indonesia's political landscape and raising the prospect of further political upheaval. In spite of lingering question marks over the speed and scale of further change, Mr Rais will clearly be an important player.

"He must be seen as a major figure who had the moral courage to go out and challenge Suharto when everyone else was quiet," said Alan Dupont, fellow of

the Security and Defence Studies Centre at the Australian National University. Yesterday, Mr Rais set out his terms for the new regime, accepting Mr Jusuf Habibie's appointment as the new president, but signalling this should be a transitional phase and that his support for the government was highly conditional. "I think Habibie is expected to have a provisional government, for three or six months of the most," said Mr Rais.

The Moslem leader said he would support the new government if it was "clearly made up of honest people in touch with community feelings. But if it consists of corrupt people, if it stinks of nepotism, then I will not endorse it."

He does have a power base. Mr Rais is head of the 30m-strong Muhammadiyah movement, one of the biggest Islamic groups in the

world's largest Moslem nation. Over the past few years he has emerged as the Suharto regime's leading Moslem critic, angering the president by suggesting the first family had broken the constitution in a scramble for shares in a goldfield.

But in spite of his sharp tongue, the oil-rich Mr Rais is no firebrand. That was underlined this week when he called off a planned protest march on the presidential palace to demand Mr Suharto's resignation.

Fearful of more violence, Mr Rais, called off the march. "I don't want to see more bloodshed, more unnecessary victims," he said. The Moslem leader said he had been warned that the military had been prepared for a Tiananmen-type response, referring to the bloody army crackdown in Beijing in 1989.

While some students responded to the cancellation of the march, Mr Rais achieved his objective. "We will say goodbye to Mr Suharto," he said in the early hours of yesterday morning, the first to break the news.

Mr Rais's moderate style fits well with Indonesian Islam. The large majority of the country's Moslems practice a tolerant form of the religion, having little time for hardline adherence to the Koran or to evangelical tendencies within the religion.

But questions remain about Mr Rais' stance towards the ethnic Chinese community. Although less than 5 per cent of the population, ethnic Chinese account for most of its private wealth. They have become scapegoats in the latest unrest, fuelling fears of growing ethnic divisions and a further economic collapse.

Some are suspicious of Mr Rais on score partly because of populist jibes he has made in the past against the ethnic Chinese. "That remains an issue of concern, but it seems he has toned down the rhetoric," said one diplomat yesterday.

One positive sign was Mr Rais's condemnation of recent anti-Chinese riots.

Another was his reaction to Mr Suharto's meeting with other Moslem leaders this week, called in an attempt to bolster support for his regime. Mr Rais condemned the talks, partly because they excluded reformists from outside the Moslem community. That smacked of a smart tactician, one who could yet end up holding the levers of power.

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A BETTER APPROACH TO BUSINESS

## INTERNATIONAL

# Iran raises objection to undersea pipelines

By Charles Clore,  
Robert Corbin and  
Carole Gall in Tehran

**I**ran is expected to oppose the construction of oil pipelines under the Caspian Sea for environmental reasons, in a development that could further undermine US diplomatic efforts to orchestrate an oil export route from central Asia bypassing both Iran and Russia.

"They [The US] cannot ignore Iran in terms of geographic position," said Hassan Kashkavi, Iran's ambassador to Kazakhstan yesterday. He said that the Caspian Sea was unsuitable for undersea pipelines because it is earthquake-prone, and that building such a line could cause an environmental catastrophe. His comments came as Iran reduced its efforts to convince western companies and central Asian governments that its territory is best for oil export pipelines from the region, in the wake of Washington's decision earlier this week to issue waivers to European energy companies doing business with Tehran.

## New party authorised in Iran

A high-powered group of officials backing Iran's moderate President Mohammad Khatami has won government permission to form a political party with its one of its leaders, Reuters reports from Tehran. The party is among the first authorised in

the country since the years after the 1979 Islamic revolution. Gholamhosseini Karbaschi, the mayor of Tehran, who was held for 11 days last month during an investigation of graft charges, is the new party's secretary-general, the daily Iran News said.

The aid of Russia, it would undermine plans for a US-backed trans-Caspian pipeline scheme to carry oil and gas from Turkmenistan and Kazakhstan to Azerbaijan via an undersea line, and then on to Georgia and Turkey. The trans-Caspian project was originally conceived as a way to link oil and gas exports from countries friendly to the US in such a way as to satisfy the geopolitical objectives of keeping Iran isolated, and finding an alternative Russian territory for such pipeline routes. Most of central Asia's oil is exported via Russia, which US officials suspect of trying to maintain its historical hegemony over the region.

"We opened our own doors and tried to escape but in the process they shot my boy in the stomach. Then they sat in the door and shot me in the back."

She pauses to allow her listeners to catch up before recounting the fates of the other members of her family. "They killed my husband. My daughters have gone somewhere. I do not know if my other son died there."

Ms Momoh managed to escape over the border to Liberia. She is one of many refugees who describe acts of indiscriminate barbarity carried out by the Revolutionary United Front (RUF), and the other supporters of the military junta deposed earlier this year by Economic, the Nigerian-led West African peacekeeping force.

# Civilians suffer as Sierra Leone's ousted military junta takes to the bush

Michael Peel meets refugees with tales of atrocities carried out by the defeated rebels

**A** goes Momoh, a teacher, speaks with professional clarity and calmness about the murder of her son by anti-government rebels in Sierra Leone. "They started opening houses and killing people," she says.

"We opened our own doors and tried to escape but in the process they shot my boy in the stomach. Then they sat in the door and shot me in the back."

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The junta had been in power since last May when it overthrew Ahmad Tejan Kabbah, the elected president.

Members of the junta, including Johnny Paul Koroma, the leader, are now hiding in the bush in the north and east of the country. The rebels use the area as a base to attack Economic

members of both the NPFL and the Liberian army have crossed the border to assist the RUF in Sierra Leone.

RUF members have made the trip in the other direction. There are an estimated 2,000 rebel fighters at the camp at Vahun, and the Liberian government said last week that it would allow Economic to deploy troops on the Liberian side of the border to help prevent further incursions.

Although the RUF can probably sustain itself as long as the cross-border supply routes remain open, it seems to lack the artillery and vehicles to launch sustained bombardment of Economic forces. The rebels rely on speed and ruthlessness rather than firepower.

Ms Momoh, who is from Segbwema, says the RUF rebels attacked residents as a reprisal for their failure to take the town from Economic control. She says: "When the rebels saw they could not defeat them [Economic], they started to kill people. There was no one to defend us."



There are few clues to the scale of the terror the RUF is inflicting on the people of eastern Sierra Leone. Almost all the refugees who arrive in Liberia are suffering from infections and illnesses rather than injuries sustained as a direct result of conflict.

But there is evidence at Vahun of widespread bereavement. Relief agencies hold regular counselling sessions on subjects such as "sharing traumatic experiences", "loss and grief", and "death and dying".

Few refugees foresee an end to the trauma. Many want the government to negotiate with the rebels to end the violence. Braima Momo, a farmer, says: "Let them sit together. I want a peace."

# Algerian ceasefire divides leadership of banned party

Leader questions deal between FIS's armed wing and the army. Roula Khalaf reports

**A** truce declared eight months ago by the armed wing of Algeria's Islamic Salvation Front (FIS) has plunged the banned party into turmoil and divided its leadership.

The ceasefire led another 10 small armed groups also to lay down their arms, and raised the possibility that the Algerian regime would restart talks with the FIS, the party which had been poised to win elections called by the army in 1992.

The Armed Islamic Groups (GIA), made up of shadowy extremists, remains opposed to the truce. The ceasefire did not end more than six years of violence. Instead it provoked massacres against FIS families.

Less visible, however, has been the reduced pressure on security forces in the east and west of the country where fighters of the FIS's Islamic Salvation Army (AIS) have been helping the army against the GIA, with tip-offs and intelligence.

Perhaps even more important, the truce is leading to reconciliation between families and communities which have been on opposing sides for more than six years.

But with the FIS having failed to make any political gains, the party's leadership is split on whether to continue supporting the truce.

Those in exile, led by Bonn-based Rabah Kebir, insist it remains worthwhile. But Abdelkader Hachani, the FIS' third in command, has warned the ceasefire has dealt a severe blow to an already battered movement.

According to an FIS official close to Mr Hachani, the FIS leader now believes the army never intended following up the truce with a political agreement. Mr Hachani fears a truce devoid of political consequences will be short-lived.

"The FIS has nothing to do in form or substance with what Madani Mezrag [who heads the AIS contacts with the regime] is doing," says the official close to Mr Hachani. "We are trying to give as little importance as possible to the truce, which will end up in disaster and will lead to a loss of credibility of part of the AIS."

Disagreements among FIS leaders have been part of its short history.

But an end of support for the truce by Mr Hachani, who led the FIS in the elections six years ago, risks undermining the ceasefire and discouraging other groups from joining it.

The problem for the FIS political leadership is that the truce was negotiated between the AIS and the army and military security in exchange for the release of Mr Hachani and Abdes Madani, head of the FIS, from prison. FIS officials say talks were then to have started, to be followed by tangible measures such as the release of political prisoners and the lifting of the state of emergency.

Since then, however, Mr

Madani has been placed under house arrest, after sending a letter to Kofi Annan, United Nations secretary general, suggesting UN intervention in the Algerian crisis - a measure vehemently rejected by the Algerian government.

Although contacts are continuing between the army and the AIS, Mr Hachani and other FIS leaders have been sidelined, leaving the AIS separated from the political leadership.

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a surrender. But then came a long analysis of the truce from the official Algerian Press Agency, which praised it and berated its opponents.

This is one element leading supporters of the truce, grouped around Mr Kebir, to insist that the AIS-army contacts will produce tangible political results. "We are 10 per cent supportive of the truce, and what other alternative is there for us?" a London-based official said.

According to the official close to Mr Hachani, however, the FIS leader is now trying to reorganise what remains of the party and prevent Mr Kebir from using the leadership in exile as a lobby for the AIS.

"We are not losing hope," the official said. "The blow dealt to the FIS by Mezrag is the strongest since the creation of the party but we have the conviction that the crisis remains and so does the void left by the FIS."

Since then, however, Mr

Abdelkader Hachani has warned the ceasefire has dealt a blow to the already battered FIS.

According to an FIS official close to Mr Hachani, the FIS leader now believes the army never intended following up the truce with a political agreement. Mr Hachani fears a truce devoid of political consequences will be short-lived.

"The FIS has nothing to do in form or substance with what Madani Mezrag [who heads the AIS contacts with the regime] is doing," says the official close to Mr Hachani. "We are trying to give as little importance as possible to the truce, which will end up in disaster and will lead to a loss of credibility of part of the AIS."

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## WORLD TRADE

## Novel foods create novel dilemmas for trade partners

Americans are happy with genetically modified food. Europeans are deeply suspicious. Michael Smith explores the implications

**F**ood is fast turning into a policy nightmare for the European Union.

The European Commission was forced into a humiliating climbdown earlier this year when member states refused to back its plans for banning cattle parts from the food chain because of fears over BSE or mad cow disease. Now it is being forced to implement a policy on the labelling of genetically modified food which some Commission officials believe may be unworkable.

Nor is the Commission alone in having reservations. The US, where most genetically modified food originates, says labelling is unnecessary, while environmental and consumer groups say the system devised by the Commission and amended by EU nations will leave consumers only marginally the wiser about whether they are eating genetically modified foods.

Food companies are also concerned about the system they will end up with after

the EU finalises its regulations during the next few weeks. In short the EU is in danger of devising a policy which appeals to no one.

The rows both over cattle parts and food labelling highlight the political sensitivities surrounding food in Europe following the alarms caused by BSE, particularly since UK scientists two years ago identified a possible link between BSE and new variant CJD, a fatal disease

Greens want a safety first approach and ideally would like genetically modified food banned. "We still do not know the impacts of this genetic experiment with our food," it says.

The European Commission drew up EU labelling rules in the wake of a rapid increase in genetically modified ingredients in food. Initially the rules will apply only to modified soya and maize but other "novel foods" coming to market face similar regulations. In any case, some 60 per



Beuc, the European consumers group, does not know whether the above products contain genetically modified ingredients. But the public does not know either, it says

cent of processed foods contain soya derivatives and whereas US soya contained only about 2 per cent genetically modified crops two years ago, that proportion is expected to have risen to about 40 per cent this year.

The US government says it was not aware of any information that foods developed through genetic engineering differ in quality or safety from traditional products.

Greens want a safety first approach and ideally would like genetically modified food banned. "We still do not know the impacts of this genetic experiment with our food," it says.

The 15 EU countries accept the method of testing but 12 were against the "may contain" labels on the grounds that a system including them would lack clarity and transparency.

This week's compromise ditched the "may contain" labels and established the principle of a list of products which could be exempt from testing. It also proposed a threshold for genetically modified ingredients below

which labelling would not be required. The list and the threshold have yet to be determined.

The main objections of the US government and environmental and consumer groups relate less to this week's compromise proposals than to the testing methods long accepted by EU countries.

In a recent submission to the World Trade Organisation, the US said the EU's testing approach did not make sense. "We do not believe that the mere presence of DNA or protein resulting from genetic modification is sufficient to establish that a food is no longer equivalent to an existing food in composition or nutritional value."

Washington would ideally like no labels at all. European environmental and consumer groups want labels but say the EU's proposed system is inadequate. Greenpeace estimates that the EU's proposals would mean that more than 90 per cent of genetically modified food would not require labelling.

Like Beuc, it wants a system based on separating genetically modified crops from conventional ones. Each producer would have to certify whether they had used genetically modified ingredients and that would determine whether a label was needed. The US says separation is impossible and Brussels believes certification would be cumbersome.

by a US president since China's 1989 crackdown on student demonstrators was important mainly for its symbolism, the US side was also keen that the summit yield some substantive gains.

"There has to be something concrete to show the American people," said one diplomat. Mr Clinton's visit is expected to coincide with the debate in Congress on the annual renewal of China's most favoured nation trading status.

The intensification of WTO talks came as a US-led initiative to persuade Beijing to move toward signing the Missile Technology Control Regime (MTCR), an international grouping which seeks to halt the spread of missile technology, appeared to run into complications, diplomats said.

India's five recent nuclear tests have so jolted the security balance in Asia that Beijing's reluctance to espouse the regime has deepened, the diplomat said. Beijing's disinclination on this issue may, in turn, diminish the significance of any statements which Washington is prepared to make on the vexed question of Taiwan.

US officials have privately linked Beijing's progress toward signing the MTCR with the satisfaction of a Chinese demand that Washington reduces contacts, and especially arms sales, to Taiwan. China has been pressing the US to deliver a written statement but not a formal communiqué on the Taiwan issue at the summit.

## US in push for China's WTO entry

By James Kyne in Beijing and Guy de Jonquieres in Geneva

The US and China are striving to make progress on Beijing's World Trade Organisation entry negotiations before President Bill Clinton's visit late next month.

A senior Chinese official said both sides shared "a strong political will" to accelerate the 11-year-old membership application and have recently agreed to intensify negotiations. But he said many difficult issues remained to be resolved.

His tone appeared more upbeat than that of Madeleine Albright, US secretary of state, who said last month that there was "a way to go" before the US and China could make headway on WTO membership.

A US priority is to hammer out a market access agreement, committing China to permit or to broaden foreign participation in a variety of businesses, especially services. Insurance, distribution and accountancy are among the main areas in which greater access is being sought, diplomats said. Although China recently tabled an improved services offer in the WTO, it fell far short of the liberalisation demanded by the US and the European Union.

The talks are also said to be focusing on agriculture, another sector of keen interest to the US. One of Washington's chief goals is to persuade Beijing to accept strict disciplines on farm subsidies. Diplomats in Beijing said that although the first visit

to the US was prepared to make on the vexed question of Taiwan.

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## Germans sign big gas deal with Russians

By Ralph Atkins in Bonn

Ruhrgas, Germany's biggest gas distribution company, yesterday announced the cementing of a long-term "strategic alliance" with Gazprom, the giant Russian group, by signing contracts for the supply of up to 13bn cubic metres of Russian natural gas a year from 2008.

The deal, extending existing contracts to at least 2020, is worth about DM25bn (\$13.7bn) at current market prices. Ruhrgas said the deal would help ensure continuing supplies from Gazprom. It highlighted Germany's continuing dependence on natural gas from Russia, which provided 32 per cent of Germany's supplies last year - more than from any other country. Only 20 per cent of Germany's natural gas supplies are indigenous.

Ruhrgas and Gazprom are also stepping up co-operation in the transmission of Russian gas through Germany, which might lead to the construction of new pipelines. Mr Friedrich Späth, Ruhrgas chairman, said the closer co-operation would allow Gazprom "to use our well developed pipeline system to reach markets to the west of Germany, such as France and the Netherlands, in a

more cost effective way." Gazprom indicated supplies to the UK were also a long term possibility.

Other collaborative projects are expected in the Baltic region as well as on technological development. "Ruhrgas and Gazprom will co-operate in all areas where the feel co-operation is sensible," said Mr Späth. However, the two groups said they had not discussed swapping equity stakes as part of yesterday's deal - although Mr Späth did not rule it out as a future possibility.

Ivanovich Vyakhirev, Gazprom chairman, said his company's agreements with other gas distributors in Germany were not affected. He said it was important to extend contracts beyond 2008, "so we have enough time to ensure there are the resources available". Mr Späth added the length of the contracts would help Ruhrgas attract customers in Germany.

The deal extends, on largely unchanged terms, contracts between Ruhrgas and Gazprom dating back to 1970. Over the past 25 years, more than 330bn cubic metres of Russian natural gas, worth more than DM55bn, have been piped into Ruhrgas' systems.

## Israel to combat copyright piracy

By Avi Machlis in Jerusalem

Israel yesterday said it would launch the country's first police unit to combat intellectual property violations, following pressure by the US Trade Representative to crack down on offenders.

Earlier this month, the USTR placed Israel - and another 14 trading partners - on its Special 301 "priority watch list" for copyright violations.

The USTR estimates Israel's export-driven bootleg CD market cost US companies \$92m in lost revenues in 1996. The US also wants Israel to push new legislation through parliament, since current copyright regulations are based on a 1911 British-mandate law.

Business Software

Washington-based industry lobby, recently launched its first big campaign in Israel and has been pressing the Knesset to adopt the new bill.

According to the BSA, piracy in Israel cost software companies \$77m in lost revenues in 1996. Their studies show that 69 per cent of all software in Israeli companies was unlicensed in 1996. A piracy expert said last week that 70 per cent of computer programmes in Israeli homes were illegal copies.

In many emerging Asian markets, the piracy rate exceeds 90 per cent. But Israel, which has a per capita gross domestic product of \$17,000 and a thriving high-technology sector, is far worse than the western European average piracy rate of 48 per cent and 27 per cent in the US.

## For poetry in motion....

These are the trains, That cover the track,  
Bedford to Brighton, London and back.  
  
Serving the airports, With London connections,  
Four trains an hour, In both directions.  
  
London to Gatwick, In record time,  
The fastest on schedule, For the section of line.  
  
Going down under, With tube links of ten,  
The gateway to London, St Paul's and Big Ben.  
  
Tourist with camera, Worker in suit,  
Ten thousand times five, Each weekday commute.  
  
From 56 stations, With 66 trains,  
From dawn of the sun, To the moon as it wanes.  
  
Move on with the clock, To all destinations,  
Stopping through London, At 5 major stations.  
  
Whatever the route, It's customer first,  
Investment in safety, Procedures well versed.  
  
Comfort rates high, With millions spent,  
For customer care, Is our utmost intent.  
  
One hundred and forty, Route miles we cover,  
Taking broker to city, And sweetheart to lover.  
  
Whether student in jeans, Or Great-Aunt in mink,  
We want one and all, To first think Thameslink.

Think  
THAMESLINK

## BRITAIN

WORKER RIGHTS 'STRIKES WITHOUT BALLOTS, MASS PICKETING AND CLOSED SHOPS ARE OVER,' SAYS PM

**Blair aims to reassure businesses**By David Wighton  
and Robert Taylor

Tony Blair, the prime minister, insisted after publication of his government's proposals for worker rights that the UK would still enjoy the most lightly regulated labour market in the world. He promised to listen to employer concerns about the policy paper on rights.

However, employers remain concerned by the proposal that will allow unions to win automatic recognition where they can prove they have 50 per cent plus one members in a workplace. Mr Blair is determined to assure business it has nothing to fear from what is being proposed.

The paper proposes:

- A reduction in the legally required qualifying period of protection for an employee from unfair dismissal from two years to one. The government believes this will produce a "better balance between competitiveness and fairness" and ensure a more committed workforce.
- The removal of any maximum limit on awards from industrial tribunals in unfair dismissal cases.
- The introduction of index-linked limits on statutory awards and payments, subject to a maximum rate.
- That those dismissed for taking part in lawfully organised official industrial action "will be given the right to complain to a tribunal of unfair dismissal".

## Targets for trade unions

Companies which refuse to negotiate with unions

Employer	Area	Employees	% in industry	Job type
Hallmark Estate Agents	England and Wales	6,000	50 (approx)	Estate agents
Moor Products	London	250	50	Food processing workers
Papilio Wallers Crisps	Petitions, County Durham	400	50	Production staff
Moorland Pasty	North Yorkshire	300+	50	Pasta workers
Johnson Matthey	London	250	50	Metals and steel workers
Co-Steel	Sheerness, Kent	450	50	Metals and steel workers
National Maritime Museum	Grenwich	350	50+	Marketing staff
Luton	Somerset	250	70	Fertiliser workers
Kent Salted	East Kent	250	50	Food processing workers
Durham	Rotherham	220	54	Assembly and production
Hazelwood Food	Bally	200	70	Agency workers
FAAMAC	N Ireland	144	60	Driver and warehouse workers
Intellex	London	140	50	Software workers
Barclays	South-east England	140	60	Bankers
Viking Shipyards	Scotland	127	50	Mariners
Wear Dock	Sunderland	100-400	50-50	Shipbuilders
Flame Foods	N Ireland	100	70	Food processing workers

Source: Trade Union Congress

• An employer will not be able to discriminate against an employee on grounds of trade union membership or non-membership. The blacklisting of trade unionists will be prohibited.

"There can be no going back," Mr Blair wrote in a robust foreword to the government document. "The days of strikes without ballots, mass picketing, closed shops and secondary action are over. The paper seeks to draw a line under the issue of industrial relations law."

Margaret Beckett, the chief industry minister, said the policy document's aim

"modern and successful companies" already practised partnership at work and the proposals would encourage this.

He added that UK citizens could not be denied "basic canons of fairness - rights to claim unfair dismissal, rights against discrimination for making a free choice of being a union member, rights to unpaid parental leave - that are a matter of course elsewhere".

Mr Blair's views were partly backed by Adair Turner, director-general of the Confederation of British Industry, the principal employers' organisation. He said the

government had listened to business concerns during consultations and the "approach to statutory recognition while not welcome, should be workable".

The paper emphasises that "the government is determined that all the changes proposed should avoid bureaucracy and unnecessary burdens on business".

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However, he expressed concern that small companies would face "substantial burdens" with the provision that a union official would be able to represent a worker over a grievance and disciplinary matter".

The CBI will press the government to ensure the procedure can only be used in serious cases.

was to create a "new culture" in the workplace based on cooperation and consent. "There is nothing in what we are proposing that should worry industry," she added.

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Mr Monks had demanded that a majority of those voting in a ballot would be sufficient to secure recognition, but then said the TUC would consider a 30 per cent threshold. This incensed some union leaders, who feared Mr Monks was revealing his bargaining hand, but

it began to change the mood in Mr Blair's office.

Growing support for the TUC on the Labour benches in the House of Commons and inside the cabinet also had an impact. Ian McCaffery, the industry minister, played a big role in smoothing negotiations between his department and Downing Street. Mr Blair was closely involved in the negotiations, determined to ensure that

the government's pro-business credentials were not damaged.

Advisers warned that the TUC's New Unionism, with its emphasis on responsible partnerships in industry, could be put at risk if Mr Monks was humiliated over the issue of recognition. The prime minister began to appreciate the need to conciliate the unions without alienating the employers.

**Support for employers' stance declines**By Robert Taylor  
and David Wighton

John Monks, general secretary of the Trades Union Congress, believes he has achieved a more pro-union package than seemed likely a month ago, although he will campaign against the 40 per cent threshold requirement to secure recognition in a ballot.

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general of the Confederation of British Industry, initially found considerable support from the government for his opposition to the TUC's proposals, but the TUC seems to have made a comeback.

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**Central bank 'hawks' see signs of slowdown**

By Richard Adams in London

Two of the Bank of England's monetary policy committee "hawks" yesterday said they are beginning to see signs that growth in the economy is slowing. But the institution, the UK central bank, remains concerned that the jump in average earnings figures published last week may yet lead to higher prices and inflation.

Mervyn King, the Bank's deputy governor and an MPC member who has regularly voted for higher interest rates, yesterday told the House of Commons Treasury committee: "We've seen some signs of domestic demand growth slowing down but not very strong signs yet."

Willem Buiter, an independent member of the MPC who voted to raise rates at every meeting for which

details have been published this year, said the economy is slowing, and will slow further this year. "I anticipate a further slowdown of the economy as a whole; hopefully, the slowdown will be more evenly distributed across the service sector and internationally exposed sectors," Mr Buiter said.

But Eddie George, the governor of the Bank of England, told MPs that he was concerned by the recent upward trend in pay.

There was better news with the publication of figures showing weaker growth in retail sales. Volumes rose by 0.1 per cent in April, according to the Office for National Statistics. Together with a downward revision for March, it left the annual increase at 4.2 per cent.

The governor also said the Bank had tightened its internal security procedures after the Financial Times last month published voting details from April's meeting.

wanting higher interest rates at April's MPC meeting because of "benign" economic data. Mr Goodhart said the appreciation of sterling had an effect in slowing the economy "greater than would have been generated by a quarter of a per cent increase in interest rates."

Mr George confirmed that the committee will review the timing of the publication of its minutes, which are now published six weeks after each monthly meeting.

The published minutes have been criticised recently by Wim Duisenberg, president of the European Central Bank, and Hans Tietmeyer, head of the Bundesbank, for creating uncertainty in financial markets.

The governor also said the Bank had tightened its internal security procedures after the Financial Times last month published voting details from April's meeting.

Leading multinationals were criticised yesterday by a House of Commons foreign affairs committee for not adopting policies to prevent the exploitation of child labour.

British Petroleum, Rio Tinto, Shell and Unilever told the committee they had included support for the United Nations universal declaration on human rights in their mission statements. Unilever said it was committed to operating in a responsible way.

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## THE ARTS

## MUSIC IN LONDON

# Hit and miss with visual aids

**David Murray** is disappointed by Robert Lepage's dramatisation of Mahler's song cycle

At the Lyric Theatre Hammersmith, its artistic director Neil Bartlett is strenuously promoting "music theatre", in the broad sense of anything theatrical that involves music, one way or another. His newest exhibit (a co-production with Cultural Industry, Berlin's Hebel Theatre and New York's Lincoln Centre) offered a tantalising prospect: Mahler's heart-breaking cycle *Kinderotenlieder*: "Songs on children's deaths".

**Lepage's clumsy staging of *Kinderotenlieder* looks dead in the water**

staged - some way or other - by the Canadian director Robert Lepage.

Never having seen a Lepage production that failed to offer some magical stage-visions, and usually much more besides, I am heartily sorry to report that his *Kinderotenlieder* looks dead in the water. Given the open-ended brief, his imagination seems to have gotten only as far as "Make the mezzo-soprano a modern American mother, *out!* - selling up in England to return to the US, and rehearsing her last London recital only to cancel it; and give her a young daughter who doesn't want to go back, and also likes playing dead..."

Then, apparently, he got stuck. The sketch never went anywhere. The thin result is flatly walked through here, and the Franco- phone Lepage has never been much good at making actors deliver English lines with conviction. Rebecca Blankenship goes at the songs with some intensity, but as if Mahler had written extreme dynamic "hairpins" on every other note; not a good idea - and she gets only a piano accompaniment, which inevitably reminds us (despite Paul Suite's muscular efforts) how much more potent the orchestral version is.

Lepage's admirers, including me, cannot but be disappointed. No Lepage show has been so devoid of visual inspiration, or so clumsy. The deadly stage-wait before the final "scene", however, while stagehands interminably lump the furniture off, is surely not his fault.

Without visual aids, two young soloists of international quality were much more exciting in the Wigmore Hall last week. The petite Bulgarian mezzo Veselina Kasarova sang serious Schubert, Brahms and Schumann exquisitely on Tuesday - to a full hall, because her CDs have already whetted many appetites.

A cultivated mid-voice with fresh, clear diction, a sumptuous contralto timbre further down and a confident, penetrating top (perhaps a touch steely); ally those to scrupulously communicative intelligence, and you get an irresistible artist. Rather too exquisite in Brahms, maybe? - for a passing lark in "Von ewiger Liebe", indeed a sicker one, she invested the *Leiche* with at least five different fragile hues in succession.

But that was not the reason

why her recital counted only as a "near hit", or a near-miss; her accompanist Friedrich Haider was on the kindest guess, he gravely misread the Wigmore Hall acoustic; in blunt fact he sounded aggressive and overbearing, insensitive with Schubert, loud and bumpy in Brahms' suave piano-parts (we could hear

Kasarova only in the interstices). A pity.

The soloist the next night was Ukrainian-born Constantin Lifschitz, only 22 but wise beyond his years. He is not a showy pianist; by choice his touch is pithy, his pedalling very spare, as if to ensure that we miss not one sig-

nificant note. In Beethoven's op. 126 Bagatelles - very late, quirky and "difficult", chock-a-block with compacted fractures - we seemed to hear Beethoven thinking aloud.

That was pretty extraordinary. So were the op. 101 Sonata, and Schubert's four Impromptus. Dessa Lifschitz changed his key-

board-address appropriately for the "Dante" Sonata: more sensuous appreciation of Liszt's piano-writing would have been better still, but under his hands the structure of the piece emerged cogent and utterly compelling. There will be plenty of occasions to write about this remarkable pianist at more generous length.

To go into as little detail as is decently possible, I record that the stage is dressed with a few old red cinema seats, a clever arrangement of rows of Samsevira - a boring succulent known as "Mother-in-Law's Tongue" - and two pianos on a raised platform behind. In the first part, the fine pianists - Laurence Corneze, Stephen Ginsberg - play seven of Bartók's piano duets, while Martin Kilvady and Samantha van Wissen indulge in a courtship ritual too tedious to contemplate. The dancers quit the stage, and the pianists offer us a commanding but lengthy - and how lengthy only its victims can know - performance of some pages from György Ligeti. Splendidly played; monotonically dull.

Some 50 minutes have now elapsed since these Olympic Games of Angst began. The Duke Quartet now appears to give a very well-judged performance of Bartók's fourth string quartet, which music must have offended Keersmaeker in unfathomable but deeply wounding ways, because she takes vicious revenge. She brings on four dancers, in black shifts and boots, having the air of delinquents who have gained access to banned substances. The manner is of teenage misrule. Skirts are cheerfully raised to reveal white knickers. They crouch, click heels, and romp in aggressive faux-naïf fashion. These are the *Balibut Babes*, and unless your taste runs to such juvenile charms - but then, this is a Belgian company - the effect is vastly off-putting.

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Nicholas Powell

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## COMMENT &amp; ANALYSIS



PHILIP STEPHENS

## Republic's revival

Those unionists in Northern Ireland who fear a Yes vote in today's referendum should take another look at their prosperous neighbour

If Northern Ireland's unionists need a reason to vote for the Good Friday settlement, they have only to glance southwards. Slipping off the blimp of history, they will discover that the state they were born to fear has become a neighbour to envy. Where once they saw peasants and papal idols, there are now Mercedes Limousines and microchip plants. A land of potato growers has given way to a nation of wine drinkers. The Irish Republic has broken free. It has no need of Ulster's six counties.

Two referendums are being held today on the island of Ireland. The tension these past few weeks has been in the North. We have seen Ulster unionism split between those willing to take David Trimble's gamble for peace and those, like Ian Paisley, who would redden the locks against hope. We have witnessed the cack-handed release of terrorists, fueling the legitimate concerns of unionist wavering. We have listened to the countervailing pleas for a Yes vote from Tony Blair and Bill Clinton.

Yet it is the promised outcome of the plebiscite in the South that defines the transformation in Irish politics that makes peace in the North a possibility. The voters of the Republic are poised to renounce by an overwhelming margin their legal claim to the adjoining territory.

The assertion of sovereignty inscribed in Eamon De Valera's 1937 constitution is to be replaced by the solemn pledge that Ulster's future lies with the consent of its people. For an Irish state haunted from its creation by partition, it marks a momentous self-awareness. The IRA has

finally lost. If only unionism could grasp the significance.

The opinion polls tell us that between two-thirds and three-quarters of the Republic's voters have already decided to step out of De Valera's shadow. The final count could well be higher. Irish unity was the *raison d'être* of the 1937 constitution. Yet the change has been proposed by a government led by Fianna Fail - De Valera's own. It is backed by all the significant opposition parties.

Ten, perhaps even five

years ago such a referendum would have been lost. The emotional attachment to unity would have elbowed aside the cold reality that Ulster could never be coaxed into an all-Ireland state. The prospect of peace in the North has encouraged a different perspective. So too has the accretion of revolution at the mindless violence of Sinn Fein/IRA.

Much more important than either, the South has recreated itself.

Partly it is a question of prosperity. Others dream of economic miracles. Ireland has delivered one. The South's economy has grown by an average 9 per cent annually for the past five years. Only recently has inflation risen much above 2 per cent. A nation that during the 1980s lost a third of its labour force to emigration now depends on returning workers to operate its high-technology factories. Large subventions from Brussels are only part of the explanation.

Mr Blair likes to say that he has taken the ideology out of the business of economic management. Yet Irish politicians set off along the so-called third way long before it appeared on New Labour's map. Chancellor Gordon Brown's mantra of

stability comes straight from the textbook written by Ruairí Quinn, the former finance minister who now leads the Irish Labour party.

Dublin governments - past and present - are as business-friendly as they come. A steady stream of inward investment has become a torrent. For most manufacturing companies the effective corporation tax rate is 10 per cent. The capital gains rate is 20 per cent. Overseas investors are welcomed with open arms - and hefty incentives.

Yet economic liberalism coexists with government activism. A national wages framework has held down inflation. Radical overhaul of the education system has delivered the highest proportion of graduate scientists in Europe.

The result? A decade ago national income per head stood at about two-thirds of that in Britain. Now it is higher. The comparison with Northern Ireland, marooned in its dreary dependency on state intervention and subsidies, is more flattering still. A stroll around Dublin's elegant galleries and restaurants followed by a brief encounter with Belfast's barricades tells you all you need to know.

Economics, though, is only half the story. The political and cultural shifts have been equally profound. The theocratic state established by De Valera and demanded so effectively by unionists is giving way to a modern secular society. The first blow against the 1937 constitution was struck three years ago when a referendum lifted the ban on divorce. Homosexuality has been decriminalised and contraception legalised. As the church has been rocked by scandal so the civil law

reality defies them. Those who fear that a Yes vote would be the prelude to Irish unity should compare the dismal condition of their lives with that of their prosperous southern neighbours. The abiding fear of Ulster unionists is that the British state to which they swear allegiance no longer wants them. They might ask themselves another question. Why should the Republic take a different view?

has been stripped of its Catholic morality. Amid this new-found wealth and national self-confidence, the South has shed the burdens of history. It has escaped the prison of Anglophobia. Irishness is no longer defined by territory occupied or claimed, but by the vibrancy of its national culture. Its role in Europe has rebuilt the Republic's self-esteem and seen it reconnected to the Irish diaspora.

In six months Dublin will make a further declaration of its independence from the old imperial power by joining the vanguard of Europe's single currency. While British politicians fret and squabble, the Irish will swap their punts for euros. Those who argue that European integration is a plot to suffocate nationhood are every day defied by the experience of the Republic.

Let us not delude ourselves. There are caveats to be entered. Such heady growth rates cannot continue indefinitely. Boom in the property and stock markets presage the risk of an inflationary bust. The act of joining economic and monetary union will oblige the Dublin government to cut interest rates at the moment it might otherwise be raising them. After so much gain some is overdone.

But the temporary reverses of the economic cycle will not alter the underlying picture. We used to think of Ulster as the prosperous industrial neighbour of a backward agrarian society. Mr Paisley and his supporters on the wilder fringes of unionism can summon up the old demons of Irish nationalism only by pretending nothing has changed.

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## LETTERS TO THE EDITOR

### Withholding tax will threaten UK position as capital market centre

From Mr Stanislas Yassukovich

Sir, It is rare that one can witness financial history repeating itself. A new EU directive seeks to harmonise at 20 per cent a withholding tax on income from securities and deposit accounts with the option for the member states unwilling to tax non-residents that they report payments to the home country of the beneficiary (Brussels agrees tax proposal). May 21.

In terms of its likely consequences this initiative bears an uncanny resemblance to the interest equalisation tax imposed by President Kennedy in 1963. The purpose of this measure was not to raise revenue but rather to alleviate the balance of payments deficit caused by massive direct investment abroad by US corporations. But the result was that the international capital market, firmly fixed in New York after the second world war, moved to London.

It settled first in Switzerland, where it might have stayed had the Swiss reformed their stamp tax and work permit practices. It was then made welcome in London where, as the Euro-bond market, it laid the foundation for the rise of London as the world's premier financial centre.

The only withholding tax regime neutral enough to accommodate international capital market activity is one where the rate is fixed at zero. The proposed directive

may harmonise tax in the EU but if it cannot do so for the rest of the world. If the UK is forced to tax at source income from international financial assets held by non-residents in London it will have begun the process of destroying London's position as an international finance centre, a loss to both the US and the EU.

It is remarkable that, at the same time as it is trumpeting the arrival of the euro at a challenge to the global role of the US dollar, Europe is about to give back to the US its position as the capital market centre for the world.

Stanislas Yassukovich, S.M. Yassukovich & Co, 42 Berkeley Square, London W1X 5DB, UK

### Heady form of power

From Mr David Read

Sir, The president of the Bundesbank, Hans Tietmeyer, has been quoted as saying that the European Central Bank should explain the reasons for its decisions to the general public but should not be accountable to national bodies.

This sounds remarkably like power without responsibility, an exciting and heady prospect for a group of civil servants.

David Read, 29 rue de Chêne-Bougeries, 1224 Chêne-Bougeries, Switzerland

### A preferred portrayal

From Mr Sam Goldman

Sir, Judy Dempsey, in her report, "Eight killed in West Bank and Gaza clashes" (May 15), said: "...700,000 Palestinians fled or were driven out of their homes during the [1948] Arab-Israel war".

Mrs Dempsey may not have been around in 1948, but I would have preferred it had she said, "when five Arab States attacked the newly created Israeli State in 1948 and encouraged most of the 700,000 Palestinians to flee from their homes".

Jordan walked into the West Bank allocated to the Palestinians by the UN before attacking Israel. They stayed there for 18 years until the 1967 war and never attempted to solve a refugee problem they helped create.

When Israel attempted to build new houses for the refugees in Gaza, it was condemned by successive annual UN resolutions.

S. Goldman, 81 Stonegate Road, Leeds LS6 4HZ, UK

### The real enemies of low wage earners

From Mr Robert Madelin

Sir, The full critique by Alan Simpson and Colin Hines of the multilateral trading system (Letters, May 20) seems not to have been widely available at the World Trade Organisation jamboree this week. But they are certainly wide of the mark when they attribute to open trade the undeniably increase in wage inequalities in the developed world.

As is demonstrated in a rather good recent Brookings Institution demolition

of such "globophobia", the growing spread between high and low wages is if anything more marked in sectors where there is no real scope for foreign competition such as health care or public road transport, than in internationally tradable goods and services.

This striking fact suggests that the real enemies of the low wage earner are technology, a clear trend to employ ever more skilled workers, and the increased pressure created in the market place by other unskilled workers,

whether they are born in the country or recently arrived immigrants.

It is perhaps easier and more popular to blame it all on foreign trade, but to do so only diverts attention from the real and achievable needs of Europe: better education for the unskilled and a competitive open economy to generate a tax-and-spend adequate to fund that training.

Robert Madelin, 37 Avenue de l'Yser, Brussels, Belgium

### No' jeopardises Irish constitution change

From Mr Thomas Hutchison McFadden

Sir, The Good Friday accord provides both for the release (under certain conditions) of paramilitary prisoners and for Dublin's abandoning its constitutional claim to the six counties of Ulster now held by Britain.

What the "No" camp seems to overlook is that London can release those prisoners regardless of the outcome of Friday's vote, but Dublin is unlikely to change its constitution if the Good Friday accord is not approved. Does the "No" camp imagine unionists will be better off

with Dublin's claim still standing and pro-Yes London snubbed?

Thomas Hutchison McFadden, Pembroke College, Oxford, and Pushkin House, 48 Ladbroke Grove, London W11 2PA, UK

Number One Southwark Bridge, London SE1 9HL

We are keen to encourage letters from readers worldwide. Letters may be typed to 44 171 873 5003 (ext 100 to "No"), faxed to 44 171 873 5003. Published letters are also available on the FT website, <http://www.ft.com>. Translation may be available for letters written in the main International languages. Fax 0171 873 5003. Letters should be typed and not hand written.

### Demise of La Vieille Dame

A letter writer to Belgium's *Le Soir* newspaper recalled being told by his father in 1930 - as they gazed over the sprawling factories of the Meuse valley, all controlled by Société Générale de Belgique: "If there were no La Générale, Belgium would be no more."

If that is true, Belgians - and all Europeans - should take note. After 175 years, Société Générale de Belgique will soon be no more, at least as an independent group. Its demise is a case study, from the capital of bureaucratic Europe and just one month after the launch of the euro, of what might happen to European national champions - and even of the political consequences that might result.

Suez Lyonnaise des Eaux, the French utility giant, this week launched a \$4.85bn bid for the one-third of the company it does not already own. Suez says it will keep it as a kind of branch office in Brussels. Many observers predict it will just fade away.

The move is the end of a lengthy corporate history, the final chapter of which began 10 years ago when Italian raider Carlo De Benedetti launched the most audacious - and bitterly fought - European takeover battle of the 1980s. His assault was defeated by Suez, though one-third of the company remained in Belgian hands.

On the same day that Suez announced its intention to absorb the rest of La Générale, it was confirmed that Belgium's biggest bank, Générale de Banque - spun off by La Générale into a separate subsidiary in the 1930s - would be absorbed into Fortis, the Belgo-Dutch financial group. The two events can be taken as a metaphor for the erosion of national boundaries in the new corporate Europe.

La Vieille Dame, as La Générale is nicknamed, has been a model for Europe before. Founded as a company to finance industry in the Catholic south of the United Netherlands, it was older than Belgium, bankrolled the post-independence government, and built a business empire stretching from Argentina to China. By 1934, the company was so closely associated with the state that one newspaper

greeted a new government - composed mostly of former La Générale directors - with the headline "Société Générale opens a new subsidiary".

The neighbours were impressed. La Générale is often credited as a model for Germany's universal banks, France's own Société Générale, and even the zaibatsu, the conglomerates that dominated pre-war Japan.

But La Générale partly brought about its own downfall. Analysts say it lost the innovative edge that had fired it a century before. It was late shifting from heavy industry to service-based businesses, and never invested in high technology. Its sprawling structure also made it difficult to manage, and resulted in a lack of any clear strategy.

"It was run too long for the benefit of the directors," says Kristoff Van Houtte, senior analyst at Corby & Co, the brokers. "They were not really adding value for shareholders."

Mr Van Houtte and other analysts suggest the end of La Générale as an independent company could lead to the disappearance, or at least rationalisation, of a number of other similarly run Belgian holding companies, many of which sprang up in emulation of it. "There were certainly quite a few people trying to play at being Générale de Belgique," he adds.

Beyond Belgium, La Générale has been caught up in - and may become a symbol of - the changes sweeping across Europe. Mr De Benedetti failed in his aim of turning it into the first

Korean bank. Further talks on Belgian constitutional change are due to start before the millennium, and could lead to even more power being devolved to the regions. Some suggest the intermediate holding company of the Belgian government could eventually disappear.

La Générale has had its day. It may take a few more years of political reforms to see whether the prediction made at the top of the Meuse valley 70 years ago turns out to be true.



### La Générale's 175-year history

- 1822 Founded as Société générale des Pays-Bas pour favoriser l'industrie nationale
- 1830 Belgian
- Independence. Takes on role of central bank
- 1848 Ceases role of national bank but by now owns 48 of country's 84 limited companies
- 1903 Renamed Société Générale de Belgique
- 1905 Enters Belgian Congo
- 1934 Spins off banking interests, becoming pure holding company
- 1960 Congo gains independence. La Générale controls directly or indirectly 70 per cent of the economy
- 1965 Banking interests merged with others to form Société Générale de Banque (from 1984, Générale de Banque)
- 1988 Carlo De Benedetti bids for control. Defeated by Suez, which emerges with 63 per cent
- 1998 Suez-Lyonnaise absorbs SGB. Générale de Banque merges with Fortis
- 1999 Générale de Banque merges with Fortis

### Financial Times Seminar

## Exploring IT For Business Benefit

### SEMINAR: TECHNOLOGY IN SPORT JUNE 3, 1998



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**Stephen Wilder of Lords** will discuss the technology programmes being used by the England and Wales Cricket Board (ECB) to drive development of the game at professional and recreational levels.

Commencing with breakfast at 08.00 am and running for approximately 2 hours, the seminar will be held at Financial Times, One Southwark Bridge, London SE1 9HL.

Cost: £50.

To reserve your place at this event, please contact:

**Sarah Jezard** on either:

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## FINANCIAL TIMES

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Friday May 22 1998

## Recovering from Suharto

The belated resignation of President Suharto of Indonesia should relieve some of the political tension on the streets of Jakarta. The danger is that it may have come too late to ensure a reasonably stable transition to a new order. The demands of demonstrators for radical reforms may if anything be reinforced by their success so far.

It has taken many months of unremitting political and economic crisis to persuade that proud old man that he was out of touch and out of sympathy with his people after 32 years in power. He should never have put himself forward in March for a new five-year term in office, ensuring as usual that he had no serious challenger. His refusal to step down gracefully proved too much to stomach for a population already battered by rising prices and unemployment, and mocked by the blatant corruption of the president's family and his ruling elite. That is what has caused the present turmoil.

The problem is that in leaving office he has simply handed over to his vice-president, B.J. Habibie, a man totally associated with, and tarnished by, the latter years of Suharto's rule. As four-times minister for science and technology, he was closely identified with the system of government subsidies and monopolies which lent themselves to cronyism and inefficiency. He also has

idiosyncratic ideas of business and economic behaviour, not least that high interest rates boost inflation, which make him an inappropriate man to preside over any recovery from the present economic crisis.

In his first address to the nation yesterday, Mr Habibie expressed his commitment to constitutional reform and increased democracy. He promised to appoint a reform-minded cabinet, and to honour all the economic reforms already agreed with the International Monetary Fund. All those things are necessary, but Mr Habibie seems the right man to implement them. He has consistently opposed such moves in the past, and lined up against the very technocrats he now suggests should rejoin the government.

What remains unclear is where the powerful Indonesian armed forces stand in the current upheaval. They are said to support Mr Habibie, yet there are rumours of divisions within their ranks. They must persuade the new president to institute a rapid transition to more democratic rule, within a tight time-frame of weeks, if not months, and then stand down. A government of national unity, combining both military and the democratic opposition, would best bridge the gap. Even if he now means what he says, Mr Habibie lacks the credibility to do so.

## Single ballot box

For many people, elections to the European Parliament are a bore and what it does is a bore. But next year's Euro-poll might excite voters, if they also had a chance to influence the choice of the next president of the Brussels Commission, a job with a far higher profile.

This proposal has just been floated by a group headed by Jacques Delors. The man nominated by European governments for a record 10 years as Commission president now feels the people of Europe should be given a say on his successors - without any need to tangle with EU treaties.

The idea is that the parliament's transnational political groupings - the Socialists, European People's party and so on - should each name its candidate for the Commission presidency which also has to be decided next summer. EU government leaders would still retain their formal right to nominate the Commission president, but would be expected to opt for the candidate of whichever grouping of MEPs triumphed in the Euro-elections.

After so much recent focus on monetary union, the Delors group's idea has the merit of bringing the European debate back to the unresolved problem of democratic legitimacy. The European Central Bank will have to give some account of its operations to the parliament, and will come under some influence

from the Euro-11 ministerial group of countries sharing the single currency. But of these democratic control mechanisms, the parliament remains weak and the Euro-11 unrepresentative of the whole Union. One can therefore see the case for using the Euro-elections to strengthen the Commission, the one body encompassing all states and all issues.

But several objections also leap to mind. First, the notion of a single ballot box to go with the single currency is catchy, but probably ahead of political reality. It is really hard to imagine a Commission presidency candidate running in all 15 countries, unable to speak the local language in most of them. Second, the plan would inject an element of left/right ideology into an EU agenda which usually defies such categorisation. The EU debate is usually conducted in terms of intervention versus *Kaisser Kasten*, rich versus poor, north versus south - rarely left versus right.

Finally, the proposal begs the question of whether Europeans really want a European government formed like an American administration, and whether the Commission is the right form for it. The Delors group's proposal is interesting and deserves further debate. But it cannot be a shortcut to a federal Europe without a constitutional negotiation in between.

## Korean banks

The Korean government's decision to recapitalise the country's banking system is a painful recognition of reality. Hopes that foreign banks might step in to take over large parts of Korea's troubled financial system were always implausible, as long as the huge and hard-to-quantify burden of bad debts hung over it. In similar situations, other countries - in Scandinavia, for example - had had to take the same unacceptable step.

The move will bring the banks under effective government control, forcing officials to confront directly the question of which of the banks' debtors survive and which fail. For decades, Korea's giant conglomerates, the *chaebol*, have been the recipients of vast, cheap-rate bank lending. It is this flood of concessionary finance which has allowed them to expand aggressively both at home and abroad. Now, with the economy in recession and the servicing of past foreign-currency borrowing hugely more expensive, the conglomerates are in crisis.

In a sense, the relationship between the *chaebol* and the government has now come full circle. In the early days of Korean industrialisation, the government kept the family groups under tight control, setting sweeping industrial targets and ensuring that the banks provided the finance to meet them. In the 1980s and 1990s, the government

loosened its control, allowing the *chaebol* greater freedom to invest as they chose. But they retained privileged access to bank finance. The huge surge of investment in new capacity, at home and abroad, was an inevitable result.

Until this week, the government has been able to treat the financial consequences of this excessive investment as a problem for the *chaebol* and their bankers to resolve in private. Now, it will find that claim harder to sustain. This will pose difficult decisions both for President Kim Dae-jung - a stern critic of the relationship between banks, government and industry in his days in opposition - and for Prime Minister Kim Jong-pil, an architect of the system.

The issue is now more practical than ideological, however. The *chaebol* have at last started cutbacks in employment. More will be needed if they are to meet their commitments to the banks. Yet as labour protests mount over these actions, the government will find itself faced with an unpalatable choice between getting the financial system back into shape, and preserving social peace.

Recapitalising the banks was an essential first step, though one which the government had to nerve itself up to take; but the really difficult decisions still lie ahead.

### Wilkommen Habibie

While most governments yesterday welcomed Suharto's resignation as Indonesia's president, few had much to say about his successor.

Inflamous for his economic zigzag theory - which holds that you can boost the economy by sharply raising interest rates, lowering them, raising them, lowering them and so on - B.J. Habibie is seen by many as just another Suharto crony.

But there is one powerful nation whose diplomats have been alone among Jakarta's diplomatic community in singling Habibie's praise in recent months - the Germans. He is a moderate, they say. A reformist and a man who listens. On top of all that, they go on, he's a fine aeropautical engineer.

Other diplomats have a very different perspective on the new president. "It's bizarre," said one. "He's just holding court and goes on and on about his planes."

Habibie is fluent in German; he studied engineering at the Technische Hochschule in Aachen and worked for 18 years for German aircraft maker Messerschmitt-Bölkow-Bölkow. German companies like to play the Fatherland when they're pitching for contracts.

Flights to Jakarta haven't exactly been overbooked in the past week or so. But as news of Habibie's

## COMMENT & ANALYSIS

# The waves from Indonesia

Peter Montagnon looks at the wider implications for Asia - in politics, economics and security matters - of the fall of the Suharto regime

Just as Thailand's stock market jumped on last July's devaluation, so Asian equities posted modest gains yesterday on news of President Suharto's abrupt departure. But just as the Thai market euphoria proved shortlived, so present satisfaction could prove premature as new worries emerge not only about Indonesia but about all of Asia's security and economic development.

Indonesia's new president B.J. Habibie is scarcely the most obvious choice for the task of instilling confidence in his country's political and economic future. A long-standing protégé of Mr Suharto, he lacks his own power-base in the country and his ideas on economics are diametrically opposed to those of the International Monetary Fund.

Almost all analysts see him as a transitional figure who will either preside over quick reforms or be pushed out, much as his mentor was this week. Yet his initial address to the nation gave no sense that he sees himself in such a caretaker role. That raises the possibility that the fundamental political problems thrown up by the Suharto succession will remain unresolved, and, if so, chaos will continue to pose a threat.

For the rest of Asia this is a profoundly worrying prospect. It adds an explicit political and security dimension to a regional crisis that started out purely financial and economic. And the prospects of violence and instability could in turn sharpen the miseries of economic contraction, giving the crisis a new turn.

It is probably no coincidence that Indonesia's convulsion has come just as the recession in Asia is really starting to bite.

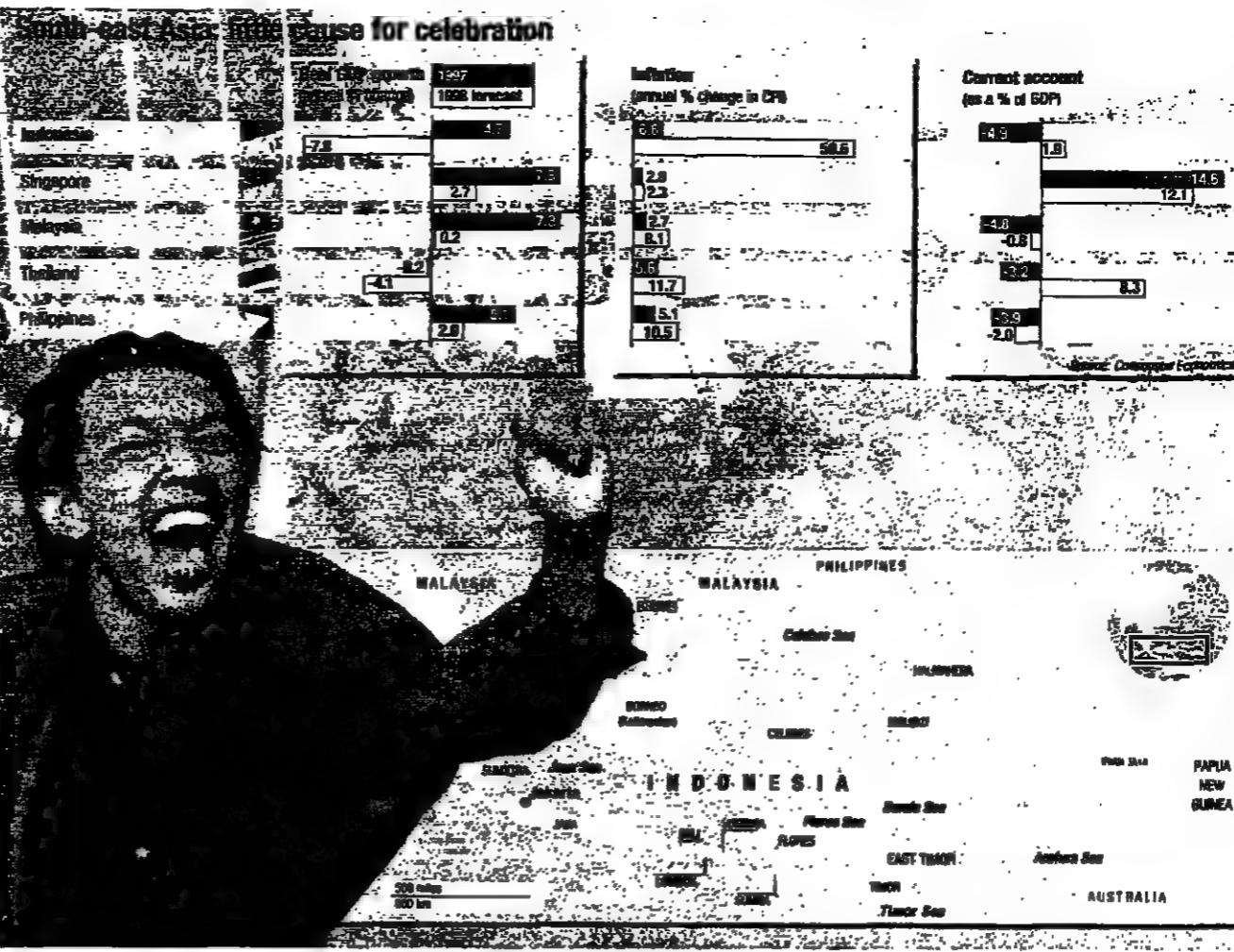
Mean forecasts by private sector economists for Indonesia suggest gross domestic product will contract by 7.8 per cent in real terms this year, compared with 3.3 per cent projected three months ago, according to Consensus Economics which tracks the projections.

Comparable figures for Thailand are minus 4.1 compared with minus 2.7 per cent. In Malaysia growth is now expected of only 0.2 per cent compared with 1.1 per cent forecast three months ago.

But now, security worries are being added to economic ones. Immediate neighbours have long fretted about the threat that could arise from a power vacuum and internal collapse in Indonesia. "If there is instability in Indonesia, it will destabilise the whole region," said Tony Tan, Singapore's defence minister in an interview earlier this year.

Singapore and Malaysia have already had a taste of that with a large rise in the flow of jobless and hungry refugees. This led to bloody scenes when the Malaysian police crushed a riot of Indonesian migrants in an immigration camp. There has also been an increase in piracy that saw the hijacking by a group of Indonesians last month of the Petro Ranger, a Malaysian tanker, in the Malacca Straits.

In their public statements yesterday, regional leaders expressed relief that Mr Suharto's departure had come about peacefully. Most also commented on the need for social and economic stability. Attention should be focused on reviving the economy, said Mahathir Mohamad, Malaysia's prime minister. Outgoing Philippines President Fidel Ramos spoke of the



need for economic reform. This might be a polite way of urging the new government to do something about the economy quickly, before it is too late.

Indonesia's current crisis is already heightening security tensions in south-east Asia and could undermine regional hopes of recovery. "Until a stable and generally reformist government emerges in Indonesia, it's an open question of where this will go," says Gavin Greenwood, a regional specialist with the London-based Control Risks Group.

Mr Habibie has a window of opportunity but it is a narrow one, analysts say. Not only must he move quickly with political reform, he must also move with lightening speed to deal with the economy. "The economy on the ground is collapsing, the banking system is not functioning, and normal life has ground to a halt," says Neil Saker of SG Global Equities in Singapore.

Some analysts argue that in the short run it should be possible to contain the regional fallout from the accelerating decline of Indonesia's economy because the country is seen as a special case. "People are learning to quarantine this," says Gerald Segal of the International Institute for Strategic Studies.

Yet as the security implications deepen in Asia, even he fears a wider loss of economic confidence. For the time being the refugee problem and piracy are the two most obvious security concerns. Neither Singapore nor Malaysia with 21m have the capacity to absorb the millions of refugees that could theoretically leave.

Crowds of Indonesians struggling across the Malacca Straits in small boats at night could also obstruct navigation channels in one of the world's busiest shipping lanes, adding to the existing piracy problems, says Bruce Gale of the Political and Economic Risk Consultancy in Singapore.

But there is little immediate fear of a repeat of the last transition during the 1960s when violence spread outside Indonesia and commandos left off bombs in Singapore. Nor is there any immediate risk of President Suharto's fate destabilising other long-standing governments in the region.

Indeed, there are not many left. With the Philippine elections now also out of the way, only Malaysia now among larger countries afflicted by the crisis has not seen a change in government. But Malaysia's institutions are stronger than those of Indonesia.

United Services Institute. ASEAN's vision of becoming a dynamic organisation in which a group of mostly small countries are able to find together a security that eludes them on their own is increasingly looking like a chimera. For many members, especially Singapore, ASEAN is privately seen as the way of providing a counterweight to the growing power of China.

So, at the policy level, ASEAN has become a cornerstone of regional defence. In its annual forum, it combines with other countries, including the US and China, to engage the outside world in a broader debate on Asian security.

As Mr Suharto's difficulties

might respond if outbreaks of violence against Indonesia's minority ethnic Chinese population became more widespread. Thus far its response has been deliberately unprovocative, but China did raise its profile after the riots last week and, if the violence became even worse, it might step up its own naval presence in the region as it did during the Sukarno transition.

Even if things do not get as bad as that as analysts say the fear remains and that is hardly conducive to economic confidence. For all that it is a special case, Indonesia did weigh on financial markets from Japan to Singapore and even further afield when the riots became really bad last week. For Singapore in particular, the economic consequences of the meltdown in Indonesia are likely to be acute, since its banks are heavily exposed there. Indonesians have been active buyers in Singapore's property markets and bilateral trade is large (even though the figures are so sensitive they are not published).

For the rest of the region the direct impact is less, since bilateral trade is more limited, banking exposure is lower and most companies are looking at export markets in rich countries. Still a power vacuum in Indonesia could have a large indirect effect.

"It means an even sharper contraction in economic activity in Asia," says Ma Guonian of Salomon Brothers Barney Hong Kong in Singapore. "It means international lenders and bankers will be hit harder and a more prolonged impact on currency and financial markets."

In theory, he says, the departure of Mr Suharto should be positive. "But then you have to ask, what next?" For Asia as a whole, the uncertainty implied by that question may actually have grown with Mr Suharto's departure.

### Some argue it should be possible to contain the regional fall-out from the accelerating decline of Indonesia's economy because the country is a special case

while its social and economic problems are less intense.

A more profound, if less well defined, worry concerns the waning influence of the eight-member Association of South-east Asian Nations, the organisation created in part to help stabilise the region after the turbulence of the previous Indonesian transition 32 years ago. Sheer size has always given Indonesia a central role in ASEAN and President Suharto's support was regarded by other members as a significant contribution to diplomacy.

Crowds of Indonesians struggling across the Malacca Straits in small boats at night could also obstruct navigation channels in one of the world's busiest shipping lanes, adding to the existing

mounted, the US has moved decisively towards taking a greater regional role in order to fill the vacuum created by a weaker ASEAN. There have been high level visits to the region by William Cohen, US defence secretary, and senior military personnel.

The US has signed an agreement with Singapore for the use of deep-water berths facilities at the Changi naval base.

Many worry that a weaker ASEAN would leave south-east Asia more exposed to Chinese influence. At one level this relates to the assertion of its claims to the supposedly oil-rich Spratly Islands in the South China Sea and to part of the Nansha gas field which Indonesia has been trying to develop.

More alarming to many Asians is the thought of how China

## OBSERVER

### Wilkommen Habibie

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Flights to Jakarta haven't exactly been overbooked in the past week or so. But as news of Habibie's

succession sent the few remaining investors rushing to the airport yesterday to catch a plane out, perhaps Lufthansa had a few bookings in the other direction.

Cometh the hour

Directors of failed Asian investment bank Peregrine like to blame its collapse on bad timing - like serious exposure to Indonesia when the rupee collapsed.

As if to prove the point, Andre Lee, the fixed income guru who spearheaded the company's drive into Asian junk bonds, chose to raise his profile with a lecture to 850 fund managers yesterday - the day the first legal writ against Peregrine was served.

Matten glassy

In these days of mega-mergers in the financial services industry, no one can feel secure. But it's a bit much when your vulnerability is flaunted for public view.

It's fortunate that Donald Marron, chairman and chief executive officer of PaineWebber, one of the leading US brokerages, is a famously cool customer. At a Fomester Research conference in New York yesterday, the audience was invited to vote on how long PaineWebber would be able to retain its independence. The majority verdict was one to three years.

Maybe Fomester was getting its own back on Marron for his views on the limitations of the

technology-finance area in which it specialises.

Yesterday, Marron admitted that he could never find the e-mails sent to him by his children and ended his presentation by quoting a technical expert's view that a computer lets you make more mistakes than any other invention in history - except possibly handguns and tequila.

Party time

Alak Papariga, the boss of the KKE, Greece's cheerfully Stalinist communist party, is hosting a bash in Athens this weekend for unreconstructed colleagues from 50 countries.

Unlike many of its guests, the KKE hasn't exactly fallen on hard times. It still has 11 seats in parliament - more than the reformed Eurocommunists - and its bank balance is fairly sound, thanks to wise investment of the 10 per cent cut the party used to get on Greek trade with the Comecon bloc in the old days.

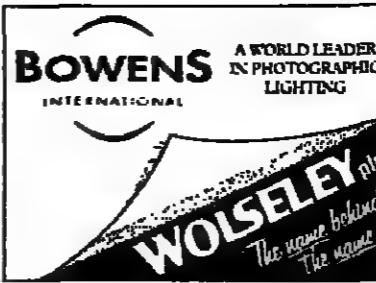
So Papariga will be able to lay on lots of traditional Greek hospitality at the KKE's chain



# COMPANIES & MARKETS

FRIDAY MAY 22 1998

Week 21



## INSIDE

### YBM hit by Russian mafia probe

Toronto Stock Exchange high-flier YBM Magnex International, a magnet and bldcya manufacturer, has been removed from the TSE 300 composite index of blue-chip stocks following allegations of connections to the Russian mafia. Critics are asking how YBM managed to amass a market value of nearly C\$1bn (\$700m) without regulators raising questions about its operations or some of its principal shareholders. Page 16

**Eaton reaps reward of US growth**  
The long period of economic growth in the US has benefited Eaton more than most. Four-fifths of its \$7.5bn sales last year came from North America, and the Cleveland-based maker of industrial controls and vehicle parts has seen its net income and share price rise threefold since 1992. The company says the key has been its ability to add new technologies to fairly traditional products. Page 16

**Tel Aviv rises above peace deadlock**  
Tel Aviv's TA-100 index hit a record yesterday and has risen more than 9 per cent since the start of 1998. The Israeli market appears to be ignoring signs that the US is beginning to lose patience with the deadlock in the peace talks between Israel and the Palestinians. It failed to react to a row between prime minister Benjamin Netanyahu and the European Union over goods made in the occupied territories. Investors are more interested in economic fundamentals than the peace process. Page 32

**AIG returns home to Shanghai**  
American International Group is the only giant of corporate America to have been born and raised in Shanghai, and after 60 years the largest general insurer in the US has come home. Page 14

**Farmers fear El Niño and La Niña**  
US farmers fear that the tail-end of the El Niño weather pattern may bring a long, hot, crop-damaging summer. However, the real test may come in the next growing season. There are fears that El Niño will be replaced by "La Niña" effect, when the oceans off South America cool, leading to drier conditions in the south of the US. Page 22

**Pound slides on weak retail sales**  
Weak retail sales figures and signs that the Bank of England might be turning against interest rate rises pushed sterling to its lowest level against the D-Mark this year. The D-Mark also reached its highest level against the yen for more than five years. Page 21

**Life to distribute reform proposals**  
After a delay of more than two weeks, the board of the London International Financial Futures and Options Exchange will this weekend distribute reform proposals to its 215 members. Page 20

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By Gillian Tett in Tokyo

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Sumitomo and Daiwa report large losses

Japanese banks hit as they raise speed of bad loan write-offs

Sumitomo Bank and Daiwa Bank two of Japan's biggest and healthiest banks, yesterday reported larger than expected losses in the last fiscal year, mainly because they increased the speed at which they are writing off huge bad-loan balances.

Sumitomo said it had written off Y1.043bn (\$7.9bn) of troubled domestic and Asian debt, pushing up consolidated pre-tax losses in the year to March 31 1998, to Y502.7bn, compared with a Y34.1bn

profit the previous year. Daiwa reported a consolidated pre-tax loss of Y142.5bn in the 1997-98 fiscal year, compared with a loss of Y5.97bn in 1996-97, after bad-loan write-offs of Y38.95bn.

The massive write-offs will raise hopes that Japan's banking system is finally tackling the bad-loan problem that has dogged the financial sector since the bubble burst in the 1990s.

The other 17 big banks are

also expected to make write-offs and raise their estimates of problem loans when they report their results tomorrow and next week.

Tighter reporting standards were imposed on the banks in April to boost market confidence in the financial sector. The new standards require problem loans to be reported after three months of arrears or when the loan is restructured. The previous system required bad loans to be

reported after six months of arrears, or when the interest rate was below the official discount rate.

Sumitomo admitted it was also making Y54bn of extra provision for bad Asian loans because of the worsening economic climate in East Asia. Its total exposure was \$13.3bn to the region, it said.

Sumitomo said its estimate of remaining problem loans had risen by about 30 per cent to Y1,400bn because of the

loss per share was Y80. Consolidated revenues were Y2,560bn, compared with Y2,570bn the previous year. It declared an annual dividend of Y8.5 per share, unchanged from the previous year, and forecast a Y170bn consolidated pre-tax profit in fiscal 1998.

Daiwa reported consolidated net profit of Y12.65bn, or Y7.11 per share. Consolidated revenues fell 10.2 per cent to Y709.27bn. It forecast a consolidated pre-tax profit of Y22.5bn in fiscal 1998.

Japan results, Page 14

### Proposed tax will 'drive off' European investors

By Stuart Davids in London

Investment bankers reacted sharply yesterday to a European Commission proposal for a minimum tax on European savings, which would be imposed on most European bond investors at source.

They said the move could prompt a shift in trading away from Europe, citing the introduction of tax and currency restrictions by the US in the 1980s that encouraged the creation of a eurobond market in the eurobond market.

They also said a 20 per cent withholding tax in Japan – the same as is proposed for the European Union – thwarted the development of a local corporate bond market. Japanese companies issue large numbers of yen denominated bonds through Japanese banks, but much of this is done out of London through the eurobond market.

The Commission argues that having exempted institutional investors and non-Europeans, the measures proposed in its directive will mainly tackle widespread tax evasion by European individuals.

If these exemptions are easily obtained by institutions, the impact of these proposals would be diluted. However, eurobond market participants claim that retail investors will still be driven off-shore. These individuals buy an estimated 20 per cent of eurobonds, so this would drive up European borrowing costs.

John Langton, chief executive of the International Securities Markets Association, the Zurich-based eurobond market trade association, is arguing for the exemption of eurobonds.

"If they want to drive capital out of Europe, they are going the right way about it. They are playing with fire," he said.

Under the proposals, a minimum 20 per cent withholding tax would be collected on interest paid in one EU country to a resident of another EU country. Alternatively, countries can inform the tax authorities of other member countries of payments made.

This would introduce a considerable administrative burden for "paying-agents", the banks that pay out bond coupons or interest to individuals.

Mr Langton argues the benefits will be limited. "People will either book business outside Europe, or find other ways of circumventing the rules," he said.

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This could then trigger the right of the borrower to repurchase the bonds at par. Given the recent fall in bond yields, many existing investors would be penalised.

The fast growing mutual fund industry in continental Europe could also be hurt by the withholding tax.

The proposals could create problems for more than 30,000 existing eurobond issues. A number of these issues carry clauses whereby if there is any withholding tax imposed, issuers have to pay up the difference, called "grossing up".

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Coca-Cola: Neville Isdell, chairman of Coca-Cola Beverages, will be on the eight-member board of the soft drink bottler when it is floated on the London and Sydney stock exchanges. Report, Page 17

### Motorola joins rival in satellite internet project

By Christopher Price in London and Michael Winter in New York

Motorola, the US electronics company, and Teledesic, a US satellite venture, yesterday announced a merger of their rival multimillion-dollar projects to build an "internet in the sky".

It is the second big merger in the fledgling satellite telecoms sector in the past six months and underlines the financial demands of systems that can cost billions of dollars.

Analysts put the cost of the Teledesic system – which will have some 200 satellites – at between \$8bn and \$15bn.

Motorola will receive a 26 per cent stake in Teledesic in return for a combination of cash and design and development work redirected from its own venture, known as Celestri. Motorola's investment was valued by the companies at \$750m, putting a value of more than \$3bn on the venture.

The machine also incorporates a new PowerVR graphics accelerator designed by VideoLogic, the UK-based 3D pioneer, and its partner NEC, which is capable of producing realistic 3D images.

"With this kind of graphics capability, the passage of time from day to night can naturally be portrayed in real time," said Sega.

Sega is building technology from some of the world's leading IT groups into the design. Dreamcast will achieve its high-power, 128-bit perfor-

mance using a microprocessor that has been enhanced for 3D games, developed by Hitachi. Sega claims the chip will be able to perform floating-point calculations – the key to high-output graphics power – four times faster than a Pentium II chip.

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## COMPANIES &amp; FINANCE: ASIA-PACIFIC

PHARMACEUTICALS OUTLOOK GLOOMY AS GOVERNMENT MOVES HIT GROWTH

## Spending limits hurt Japan drug groups

By Paul Abrahams in Tokyo

Government moves to limit drug spending hit sales and profits growth at Japan's leading pharmaceuticals companies last financial year. Most groups that have reported results for the 12 months to March 31 also forecast lower sales and profits for the current year.

The combination of average 8.7 per cent price cuts introduced in April, together with the decision by the ministry of health and welfare (MHW) to withdraw five treatments for Alzheimer's disease, was behind the expected poor results.

## Japanese steel sector suffers

By Alexandra Harvey in Tokyo

The effects of Japan's recession and the Asian currency crisis dealt double blow to the steel sector last year, with all the leading manufacturers reporting lower earnings.

Shrinking demand from the construction, manufacturing and car sectors held down sales growth, while extraordinary expenses from sector-wide restructuring kept pre-tax recurring profits flat.

Results were strengthened by cost cuts, higher prices for contract work, and exports.

Nippon Steel, the industry giant, announced higher net earnings for last year, but warned of difficulties in the current 12 months. The company attributed the modest growth in sales to higher steel prices.

In the chemical, non-ferrous metal and ceramics division, sales were flat at Y4.515bn (\$33bn), while sales of electronics and information technology products fell slightly.

The shares closed up 1.3 per cent, or Y3, at Y236.

Cutsbacks in public works projects and the deterioration of the domestic housing market hit earnings at NKK and Kobe Steel.

Sales at NKK were bolstered by exports and by out-

the-counter non-prescription market also fell about 2 per cent last year.

Takeda, Japan's biggest drugs group, posted earnings slightly higher than expected. It also announced it planned to change its articles of association so it could buy back up to 9.1 per cent of its shares. The company has about Y400bn (\$2.9bn) of cash and Y85bn of marketable securities.

However, Mayo Mita, drugs analyst at Morgan Stanley Dean Witter, said it was unclear whether the company would buy back that many shares, because it planned to invest heavily in

its US marketing operations. Other groups to announce possible buy-backs were Tanabe - up to 9.9 per cent of outstanding shares - and Eisai - up to 10.2 per cent.

Fujisawa's losses - caused by a Y75bn charge to cover

the costs of ending its disastrous foray in the US non-patented drugs market - were slightly lower than expected. It predicted consolidated sales would fall 7.4 per cent this year, and that earnings would be Y8.5bn, compared with Y7.6bn in 1996. Its overseas sales have been driven by the success of Prograf, an immuno-suppressant typically used in transplants.

However, domestic sales are likely to suffer from the decision by Astra of Sweden to promote its own drugs in Japan. Astra's Xylocaine, a topical anaesthetic, generated sales of about Y1.1bn last year.

## NEWS DIGEST

## ELECTRONICS MANUFACTURING

## Consumer downturn behind: Sharp's 43% fall

Sharp, the Japanese consumer electronics and liquid crystal display maker, yesterday revealed figures hit by the consumer downturn in Japan last year, but said it saw the business environment improving this year. It also announced plans to buy back up to 10.0m of its shares, about 9 per cent of the total.

Group revenue was steady at Y1.780bn (\$13.2bn), helped by strong overseas sales, but parent company sales dropped 3.2 per cent. Group pre-tax profit fell 43 per cent to Y50.6bn, and net profits 49 per cent to Y24.8bn.

For the current year, Sharp sees the Japanese domestic economy and conditions in Asia continuing to be difficult, but it aims to respond with new products, improved quality and increased competitiveness. Consolidated sales are forecast to grow 3 per cent to Y1.850bn, with pre-tax profits rising 3 per cent to Y52.6bn, and net profits growing 5 per cent to Y26.8bn.

Katsuhiko Machida, currently senior managing director, will be promoted to president next month, on the retirement of Haruo Tsuji. Mr Tsuji will remain as an adviser to the company. Bethan Hutton, Tokyo

## JAPAN TOBACCO

## Monopoly upbeat despite fall

Japan Tobacco, the former state monopoly, reported sharp falls in profits but expects sales and profits to improve this year. Tobacco sales dropped in the wake of a consumption tax increase in April last year, and the group is also facing increased competition from foreign manufacturers in the domestic market. However, overseas sales increased.

Consolidated sales for the year to March 31 fell 2.7 per cent to Y3.597bn, and lower sales combined with higher promotion costs pushed pre-tax profits down 18.7 per cent to Y15.2bn and net profits down 27.7 per cent to Y58.6bn.

For the current year, Japan Tobacco sees consolidated sales growing 4.5 per cent to Y3.760bn, boosting pre-tax profits 22 per cent to Y138bn, and net profits 13.4 per cent to Y65.6bn. Bethan Hutton

## ELECTRICITY

## Tepco advances 53%

Tokyo Electric Power (Tepco), the world's largest private electricity company, reported its first upturn in sales and profits for three years and said it was considering buying back up to 10 per cent of its shares.

For the current year, Tepco sees non-consolidated sales slipping 3 per cent to Y5.085bn (\$37.4bn), with pre-tax profits dropping 21.8 per cent to Y170bn and net profits down 23.7 per cent to Y100bn, partly because of increased depreciation costs as a large new power plant comes on line.

However, analysts said that the longer-term outlook for profitability was good. Deregulation of Japan's power industry and growing competition from independent power producers have prompted Tepco to cut costs and make sharp reductions in capital investment, as well as lowering debt, but there is room for further cuts.

Shrinking debt and lower capital expenditure already had an impact on figures for the year to March 31. Pre-tax profits rose 52.5 per cent to Y21.55bn, and net profits were 69.3 per cent higher at Y131.01bn, while sales grew 4.8 per cent to Y6.252.6bn. Earnings per share kept 68 per cent to Y96.34, but the dividend remained at Y50.

Tepco also said yesterday it was seeking shareholder permission to change company rules to allow it to buy back up to 10 per cent, or 135m, of its shares. However, Paul Smith, industry analyst at HSBC Securities in Tokyo, said it was unlikely that Tepco would carry out more than a token share buy-back in the near future.

"I think they are trying to send a message to shareholders that they are aware of their existence and are making efforts to improve returns," he said. In the short term, Tepco was unlikely to concentrate on reducing debt. Bethan Hutton

## RAILWAYS

## Falling spending takes toll

Falling consumer spending and the loss of a tax break hit profits at Japan's two largest privatised railways, but both see a slight improvement in sales for the current year.

East Japan Railways (JR East) said that advance ticket purchases ahead of the consumption tax increase in April 1997 and slow consumer spending since then resulted in no sales growth in the year to March 31. The expiration of a tax break valid for 10 years after privatisation added Y24bn (\$176m) to the tax on assets. Consolidated sales were steady at Y2.515bn, while pre-tax profits fell 11.8 per cent to Y105.0bn, and net profits were 6.3 per cent lower at Y65.2bn. The dividend was unchanged at Y50.

In the current year, JR East sees sales creeping up to Y2.522bn, with net profits growing 3.9 per cent to Y68.6bn. Pre-tax profits are forecast to rise 28 per cent to Y134.6bn, but Laurent Del Grande, transport analyst at Dresdner Kleinwort Benson in Tokyo, said the apparent strong pick-up was largely due to accounting changes.

West Japan Railways (JR West) suffered from the same negative factors and saw consolidated net profits fall 44 per cent to Y19.5bn, while pre-tax profits fell 22 per cent to Y48bn, although sales were up 1.6 per cent at Y1.229bn. Parent company sales slipped 1.1 per cent. The dividend was also unchanged at Y50.00.

Strengthening consumption should boost consolidated sales for the current year 2.8 per cent to Y1.263bn, and pre-tax profits should be up 19 per cent to Y56.9bn, but net profits are seen falling 21 per cent to Y15.7bn. Bethan Hutton

## CARS

## Daihatsu declines 31%

Daihatsu Motor, the maker of small cars in the Toyota group, suffered a 31 per cent fall in profits amid a stagnant domestic market. Parent recurring profits fell from Y19.4bn to Y13.4bn (\$98m), on sales flat at Y783.3bn. Net profits rose 8 per cent to Y6.5bn. A sharp downturn in the Japanese market led to a 9 per cent decline in Daihatsu's domestic vehicle sales. In contrast, exports rose 32 per cent. The carmaker does not expect the situation to improve in the current year: it forecasts lower sales of Y760bn and lower recurring profits of Y12bn. Net profits are expected to fall to Y6.5bn.

Michio Nakamoto, Tokyo

## GLASS

## Earnings growth buoys Asahi

Asahi Glass, the Japanese glassmaker, said earnings growth in the year to March 1998 was underpinned by the strong earnings of units in south-east Asia, the US and Europe. Pre-tax profits last year rose 13 per cent to Y56.8bn (\$417m) on flat sales of Y1.350bn. The company forecast a year to March 1999 operating profit to rise 12 per cent to Y74bn.

Operating profit from Asian operations is forecast to be flat at Y15bn this year because of weak Asian economies. This year, Asahi Glass sees the operating profit of its domestic operations rising from Y23.5bn to Y32bn, with US and European operations flat at Y15bn and at Y12bn respectively. AFX-Asia, Tokyo

## Lawsuit launched against Peregrine

By Louise Lucas in Hong Kong

Commerzbank of Germany has launched a \$40m lawsuit against Peregrine, the Asian investment bank, over a currency swap executed at the time of Peregrine's demise on January 9.

The case will raise questions about the extent to which Peregrine directors - most of whom remain in Hong Kong - are personally liable and whether they acted prudently in the face of the collapse.

Commerzbank claims that when Peregrine directors entered the swap deal - and received its payment of DM72m (\$41.2m) - they should have realised they were close to collapse and unable to fulfil their counter-

party payment of US dollars when New York opened.

If the writ is successful, analysts expect it to trigger a wave of similar suits. "An investment bank could have hundreds of these transactions on the go at any given time," said one banker.

The court hearing will also shed light on aspects of the collapse. "Commerzbank is conducting its own review of Peregrine's failure, using our legal system to get to the bottom of what happened here," said Camille Jojo, the German bank's legal representative.

"The question will arise as to what, prudently, should the directors have done. Should they have carried on or should there have been a freezing at that stage?"

This contrasts with the less enlightening liquidation process, which was attacked by the presiding judge.

Complaints over the handling of the process also prompted the Hong Kong Society of Accountants to investigate Price Waterhouse, the provisional liquidator.

Commerzbank said that after Zurich Group of Switzerland withdrew from talks to pay \$200m for a stake in Peregrine, Peregrine directors should have ringfenced the Commerzbank payment and held it on trust.

Directors have argued that at that point they were still hoping for a bailout by the Hong Kong Monetary Authority, the de facto central bank. "Our view is that that was a pretty forlorn hope," said Mr Jojo. "We maintain they should have apprehended total failure."

The suit, filed by the Hong Kong arm of Commerzbank, is against Peregrine Fixed Income in liquidation, and will be fought by Price Waterhouse, the provisional liquidators. The possibility it will extend to the directors personally is not ruled out.

"All sorts of things might be thrown up here," said Mr Jojo. "There's a whole array of remedies which are available. And, as for any creditor who has lost this amount of money, he would look at every option."

"Tim sure [more writs] will come to light fairly quickly. Eventually, it is going to require a detailed forensic examination of what went on that day, leading to Zurich pulling out," he said.

"The game was up by 3pm on January 9."

## Son of corporate America returns home to Shanghai

AIG is back in the city it left 60 years ago to take advantage of the emerging Chinese insurance market, writes James Harding

American International Group is the only giant of corporate America to have been born and raised in Shanghai, and after 60 years, the country's largest general insurer has come home.

Its subsidiary American International Assurance has moved back into the narrow, neo-classical building on Shanghai's famous colonial waterfront - 17, The Bund.

Mauricio "Hank" Greenberg, AIG chief executive, led the celebrations to mark the "return to our home of many years ago". He told an audience that included employees who had worked in the building back in the 1930s and 1940s: "AIG is very proud of our Chinese heritage and history."

The company started in China in 1919 when CV Starr opened a small insurance agency, American Asiatic Underwriters, moving into the imposing office building on the Bund as business grew and only later establishing the company in the US. The communists revolution in 1949 forced AIG to move on.

Under Mr Greenberg, the second chief executive in the company's nearly 60-year history, AIG has been back, pressing its Chinese credentials. Mr Greenberg made his first visit to China in 1976, even before the country became officially opened to foreign business in the late 1970s.

Today, he has a vaunted place in the ranks of foreign businessmen with interests in China: in 1980, Zhu Rongji, now prime minister of China but at the time mayor of Shanghai, appointed Mr Greenberg chairman of a foreign business leaders' advisory council to the city's government and last year he was made an "honorary citizen of Shanghai".

The admiration is mutual. Few people can talk up China like Mr Greenberg, who has trumpeted his confidence in Asia in spite of the economic turmoil.

"Size can be an enemy rather than a friend. When you mix the cultures of different companies you can have difficulties," Mr Greenberg said. "AIG is a global player and the company has a reminder of AIG's special place in China's emerging financial services market.

The Shanghai-based background has also made an indelible mark on the company's internationally minded culture, one which Mr Greenberg seems disposed to defend against the fashion for grand mergers in the financial sector.

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Business has grown fast since 1992, when AIA became the first foreign insurer licensed to operate in China: there are now 3,600 agents in Shanghai alone and premium income this year is expected to reach \$80m-\$100m, having risen more than 30 per cent last year.

AIG has been developing other financial services in China. The company has a finance operation involved in leasing jet aircraft to China's regional airlines and has established the AIG Asian Infrastructure Fund,

which will devote some of the \$1.1bn capital raised to projects in China.

Mr Greenberg says the company will consider other areas of business as the Chinese market opens - the most immediate prospect is the housing insurance business which is likely to open to help drive the government's efforts to establish a residential housing market. In the longer term, Mr Greenberg said AIG would be interested in the possibility of mutual fund management in China.

AIG's record as the foreign insurance company first through the door into the modern Chinese financial market has been enviable. But Mr Greenberg does not take kindly to suggestions that AIG owes its success to its past or any particular connection.

"I started coming to China in 1975. I have probably been on 40 or more trips. We have done many things for China... We have worked hard on US-China relations... [The success] has nothing to do with who we know and everything to do with what we do."

The strong results illustrate the success that some innovative niches of Japan's financial world are enjoying - even though the more traditional banks and brokers are suffering from mounting competition.

On a parent basis, pre-tax profit rose 174 per cent to Y56.5bn (\$351m); net profit grew 12 per cent to Y5.32bn.

Consolidated operating revenues rose 9.4 per cent to Y80.5bn, while pre-tax profit of Y5.6bn and net profit of Y30bn.

It yesterday announced that it would change its company articles so it could buy back up to 3m shares for Y30bn. It has 64.87m shares outstanding.

Orix is leading the expanding securitisation market in



On the waterfront: A

## COMPANIES &amp; FINANCE: EUROPE

## Zurich Group merger spells growth on an Alpine scale

Swiss insurer's deal with BAT is the latest step in Rolf Hüppi's plan for a 'global powerhouse'

**R**olf Hüppi is in upbeat mood. Since he announced the proposed merger of Zurich Group with the financial services arm of the UK's BAT Industries, he has not only improved terms for the Swiss insurer's shareholders, but seen its share price rise by 50 per cent.

When it is approved next month, Zurich Financial Services will be one of the world's biggest insurance and asset management groups, with a premium income of \$34bn and a market capitalisation of \$52bn. It will have funds under management of \$375bn.

"This isn't growth for its own sake," says Mr Hüppi. "This has been driven by positions we want in particular markets and countries."

A distribution system giving an insurer direct access to the customer has become essential, he says. Increased competition and greater customer sophistication have pressured insurance companies to diversify.

For its part, ZFS will have some of the best-known retail finance brands in the US. With BAT's Farmers Insurance subsidiary, the third largest property and casualty insurer in the US, it will be able to channel an array of investment products, managed by the Kemper and Scudder Stevens & Clark asset management groups Zurich already owns, through a tied salesforce of about 14,000 agents.

BAT's businesses in the UK, life assured Allied Dunbar, Eagle Star and Threadneedle Asset Management, will complement Zurich's dominance in Switzerland.

Mr Hüppi is already planning his next move. He wants to replicate the new US structure in continental Europe and will probably seek an acquisition to strengthen distribution there. But he is dismissive of any benefit in forging strong links with banks, which have been taking market share from insurers.

"We'll see specialists in risk transfer and in asset management and we'll be



Rolf Hüppi: the Zurich Group chief is planning his next move

better at that. Banks have succeeded in life insurance. But that has little to do with investment performance, which will become more sophisticated as markets become more dynamic."

Shareholders looking for a detailed explanation of how Mr Hüppi intends to build a "global powerhouse" will have trouble getting it. The ZFS listing particulars published this week contained few details on the capital employed in various businesses, cost-to-income ratios and other profitability benchmarks.

Analysis question whether ZFS will succeed in selling retail investment products through Farmers. They are also concerned that Eagle Star, a poor performer among UK composite insurers, may be a handful. Zurich had until now not become heavily involved in the mainstream personal general insurance business, where the UK market especially is very competitive.

Mr Hüppi, though, is confident the direct salesforce will be successful in the US. "It's easier to sell a product to a second customer we already have than to sell one to a customer we don't have. The marketing cost is less. Also, the more products a customer holds with us, the longer he stays."

Zurich will bring its own personal insurance operations in the US under the Farmers umbrella, giving Farmers a base in the east. Farmers will also sell non-standard motor cover, insuring young drivers and expensive cars. This could

be very profitable, but will need skilled underwriting.

In the UK, Eagle Star will account for most of the 1,800 job losses from the merger. There will be cost savings of \$400m within three years and further restructuring could take place. "There are businesses both at Zurich and at Eagle Star where we're reviewing whether they meet earnings hurdles, whether they need more investment, and if they fit."

Another unknown, say analysts, is the quality of management. Mr Hüppi's record speaks for itself, joining Zurich in 1963 and becoming chief executive in 1981. He is a forceful character, more attuned to the excitement of Wall Street than the sleepy world of Swiss insurance. Last year, the insurer earned a return on equity of 21.8 per cent.

**B**ut he has surrounded himself with a relatively new and untested group of managers. Rolf Hänggi, Zurich's long-serving deputy chief executive, stepped down last June. Steven Gluckstern, the only other entrepreneur on Zurich's executive board, is leaving to run a venture capital business backed by Zurich, and is taking Laurence Cheng, Zurich's chief investment officer, with him. Markus Rohrbasser, Zurich's chief financial officer, joined less than 18 months ago, and Dirk Lohmann, head of reinsurance, in September.

William Hall and Christopher Adams

## Losses at CME deepen to \$25m

By Kevin Danaher, East Europe Correspondent

Operating losses at Central European Media Enterprises, the leading commercial television operator in east Europe, widened to \$25.4m in the first three months from \$4.2m a year ago.

The group has been hit by the heavy start-up costs of TVN in Poland, and TV3 in Hungary, and by the introduction of channels in Romania and Slovenia.

Production costs are also rising as CME stations are forced to meet audience demand for more locally produced programming.

Michel Deloys, the group's recently appointed chief executive, admitted that TVN was "taking against public service and commercial broadcasters in east Europe's most competitive TV market."

It has already been forced to compensate advertisers after failing to attract the promised audiences. CME said TVN's performance had been hit by the poor quality of its signal transmission and by programming constraints.

The net loss for the first quarter fell to \$25m from \$34m. Turnover rose 30 per cent to \$38m.

The group, which operates stations with local partners in the Czech Republic, Slovakia, Slovenia, Ukraine, Romania, Poland and Hungary, is listed on Nasdaq exchange in the US and is controlled by Ronald Lauder, one of the heirs to the Estée Lauder cosmetics fortune.

CME's shares have fallen from a high for the year of \$28.31 earlier this month to \$25.

The diversification into electric power mirrors a bid by Endesa, Spain's dominant electricity generator, to move into the gas business.

Gas Natural, which is 45 per cent owned by Repsol, the energy conglomerate, raised its first quarter attributable net profits 14.7 per cent to \$12.5m.

Bedzin, the Polish power group is set to challenge the mining industry's hold over the industry by building a \$35m gas-fired plant in the Silesia region, writes Christopher Bobinski in Warsaw.

Bedzin, which plans a flotation on the Warsaw bourse in September, has signed a letter of intent to supply electricity to a local power distributor in Gliwice. Bedzin is also negotiating a gas supply agreement with the Polish Oil and Gas company.

However, Oneximbank, which owns a majority stake in Sidanco, denied that such a deal was being considered.

It said Sidanco was "conducting negotiations about co-operation with various oil companies".

Speaking in the provincial Russian city of Volgograd, Mr Alekperov, Russia's most respected oilman, said he was negotiating with Sidanco about a deal.

Such an acquisition, which has been repeatedly rumoured in the Russian market, would shore up Lukoil's dominance of the domestic industry.

Mr Alekperov said Lukoil was also negotiating with

British Petroleum, which owns a 10 per cent stake of Sidanco. He said options for BP included a buy-out of its stake by Lukoil or continued co-operation between BP and Lukoil in Sidanco projects.

However, Oneximbank, which owns a majority stake in Sidanco, denied that such a deal was being considered.

It said Sidanco was "conducting negotiations about co-operation with various oil companies".

Plans for the new plant, which is to come on stream in 2001 with a generating capacity of 100MW-200MW, put Bedzin among the pioneers of the move to gas as a fuel in Poland.

## Lukoil close to buy

By Chrystie Freeland in Moscow

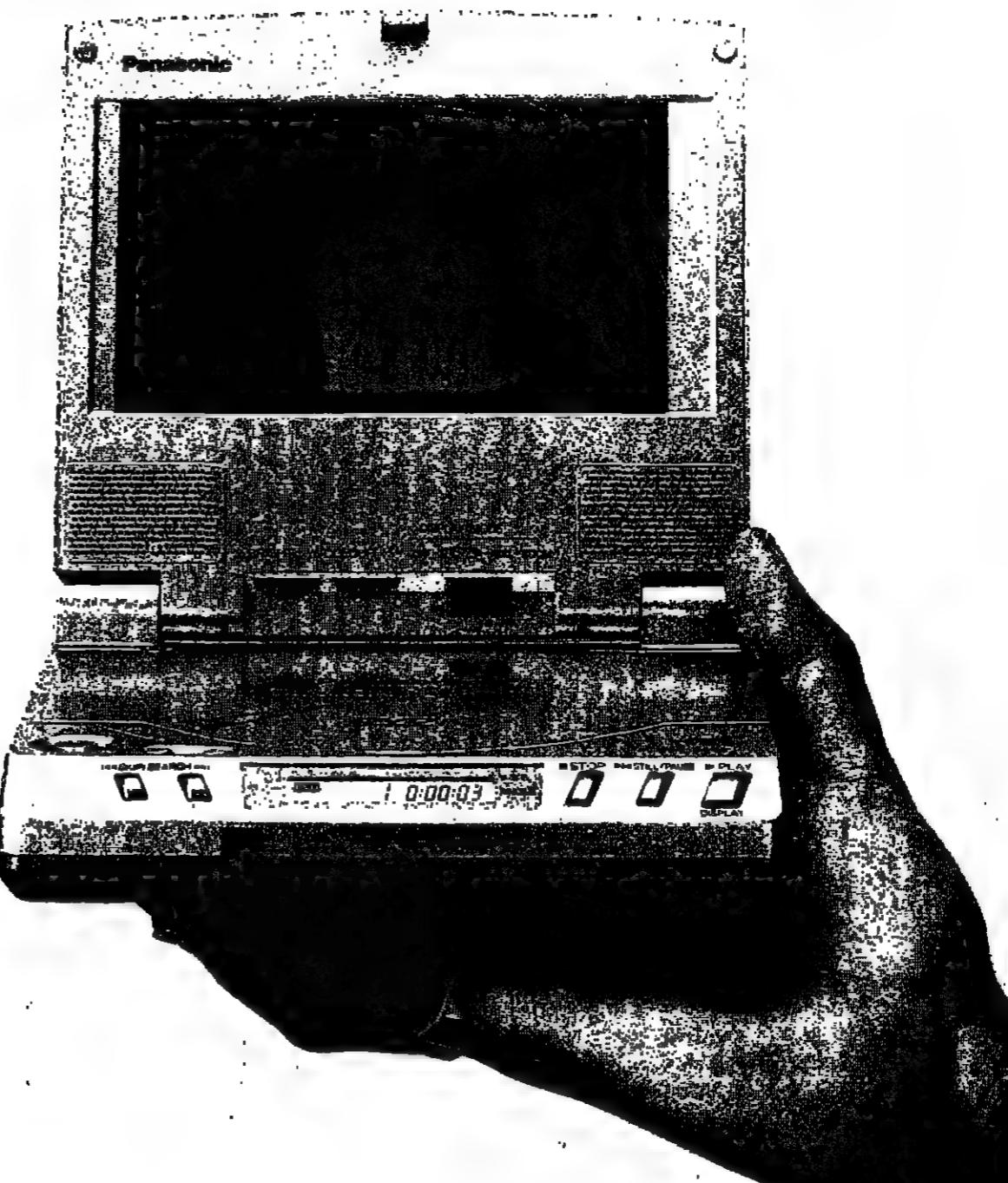
Lukoil is preparing to buy Sidanco, a oil smaller producer, according to Vagit Alekperov, head of the Russian oil company.

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## COMPANIES &amp; FINANCE: THE AMERICAS

## Takeover bid spurned by Excite

By William Lewis

In New York

**Excite**, one of the leading internet services companies, yesterday rejected an audacious takeover offer from Zapata, a Texas-based group with holdings in marine protein and food packaging companies.

Zapata, which has a market capitalisation of \$232m, offered \$1.68bn in newly issued stock for Excite, capitalised at about \$1.45bn.

Citing the "excellent fit with Zapata's new strategic direction", Avram Glazer, Zapata chief executive officer, said the proposed transaction "makes sense for Excite's shareholders because of the capital resources that Zapata can bring to Excite".

However Excite disagreed and yesterday rejected the proposal. "Given the vast disparity in the market capitalisation of Excite and Zapata, and the complete lack of synergy between the two companies' businesses, Excite believes the proposal is not feasible, would be very dilutive and holds no possible value to Excite's shareholders."

In response, Zapata said it "does not plan on going hostile" but stressed its financial strength, with holdings of \$126m in cash and cash equivalents, and securities worth \$288m.

Founded in 1993 by George Bush, former president, as an oil services company, Zapata said it had recently announced a "new strategic initiative" to acquire internet and e-commerce businesses. So far it has made only two internet-related acquisitions, the webzines "Word" and "Charged".

The name Zapata was chosen from *Viva Zapata!*, a film about Emiliano Zapata, the Mexican revolutionary.

In 1993 the Glazer family took management control of Zapata and a year later acquired a holding in Envirodyne Industries as part of a strategic move into food production and services.

However, earlier this year Zapata decided on another change of direction and announced their intention to acquire internet companies.

Wall Street analysts reacted sceptically. One said that "while there have been many reasons to call the top of the market recently, a \$250m company with marine protein interests launching a \$1.6bn all-stock bid for a \$1.3bn internet company is about as topsy as it gets in my humble view".

In morning trading on Wall Street, Zapata's share price fell 5.45 per cent to \$10.45. Excite's shares rose 3.01 per cent to \$62.

Zapata is offering \$72 of newly issued Zapata stock for each Excite share.

Lincoln is using the pur-

By Edward Alderson Toronto

YBM Magnex International, a Pennsylvania-based manufacturer of magnets and bicycles, has been dropped from the Toronto Stock Exchange index list of 300 blue-chip companies following a raid on the company last week by the Federal Bureau of Investigation.

The company is being investigated by Canadian and US authorities following allegations that it may have been a channel for laundering

proceeds from organised crime in Russia.

The TSE may de-list YBM, which does not trade on any other exchange. A decision could be made as early as next week depending on the response from YBM, said John Carson, TSE senior vice-president of market regulation.

The case has raised fears of another Canadian stock market debacle like last year's fraud involving Bre-X Minerals. Like Bre-X, YBM shares have been heavily

promoted by several leading Toronto brokerages, including Nesbitt Burns, First Marathon Securities and Griffiths McBurney.

Since its listing on the TSE in May 1996, the stock has risen from less than C\$5 to a high of more than C\$20, giving it a market capitalisation of close to C\$1bn.

The stock was at C\$14.35 when trading was halted.

Canadian mutual fund companies own roughly 40 per cent of the outstanding shares and their holders

stand to be the biggest losers if the stock is delisted.

Adrian da Plessis, an independent stock market investigator who first raised concerns about YBM, charged that Canadian securities regulators have done little since Bre-X to improve their supervision of companies listed on the major exchanges.

The American and Canadian authorities are examining the involvement in the company of Semon Mogilevitch, a Russian who is one of 31

original shareholders of YBM.

YBM said in a statement on Wednesday that Mr Mogilevitch had never exercised control over the company and has never had any involvement in the management of the company.

Mr Carson said the TSE has been thorough in its investigations of the company, and said allegations concerning Mr Mogilevitch's links to the firm were unsubstantiated.

Mr Carson said the decision to drop YBM from the TSE 300 index was reached after a trading halt was ordered last week by the Ontario Securities Commission. He said it was important for the integrity of the index that all the stocks be actively traded.

In an emergency meeting last week, mutual fund managers agreed to value the stock at just C\$5 to C\$7 in their own portfolios, said John Kessel, research director for the Investment Funds Institute of Canada.

## Aetna sells individual life division for \$1bn

By Victoria Griffith in Boston

Aetna, the insurance group, yesterday sold its individual life insurance business for \$1bn to Lincoln National Corporation, part of a restructuring that will leave it focused on healthcare, retirement planning and annuities business.

Management is looking to breathe life into Aetna's financial performance, which has been lacklustre in recent years. The group's first-quarter earnings were down from \$1.06 per share in 1997 to 90 cents this year.

"This [sale] is consistent with our strategy of focusing on businesses that have greater scale, strong demographics and offer high-growth potential," said Richard Huber, chief executive.

Aetna has been looking for

chance to shore up its transformation from a multiline insurance company to one specialising in life insurance and annuities.

It closed another big acquisition in January, the \$1.4bn purchase of Sigma's individual life insurance and annuities business.

This is the second major acquisition we have made in the past year to strengthen our ability to serve the affluent estate planning market," said Jon Bosca, Lincoln chief executive.

Aetna said it would use proceeds from the Lincoln sale to finance new purchases, develop internal business units, and continue its stock buy-back programme. Last year, the company repurchased 6.2m of its own shares.

Aetna has been looking for

## Fidelity launches Magellan promotion

By John Authers in Boston

Robert Stansky, manager of Fidelity Investments' Magellan Fund, the world's largest mutual fund, yesterday underlined that the fund would continue its traditional emphasis on a "stock-picking" investment style as the company launched a strong promotion campaign.

It is banking on strong growth in emerging markets.

Its Brazilian and Mexican operations are particularly lucrative, and the company plans to open an operation in China this year.

Last year, Aetna acquired 50 per cent of Seguros Mercantil, one of the largest insurance companies in Venezuela.

It is banking on strong growth in emerging markets.

sales of funds, particularly to companies that specialise in passive indexed funds that merely attempt to replicate the Standard & Poor's 500 Index.

Fidelity closed Magellan to new investors last September, but investors who already hold shares in the fund, or who are members of a pension plan which includes it as an option, can still take new investments.

Mr Stansky said Magellan could demonstrate advantages to investors over index funds. "We can answer the critics with performance well above the index over time. About 25 per cent of the fund's holdings are not in the S&P 500. Those positions were really helpful to our performance. The biggest were American Online and Alcatel."

He also reaffirmed Magellan's approach as a "bottom-up" fund which concentrated on stock-picking rather than asset allocation.

He said he spent "zero time"

attempting to predict the next move in US interest

## Consolidation hits Mexican fund management sector

By Henry Trippos

In Mexico City

Less than a year after Mexico launched private pensions, a wave of consolidation has started among fund management groups, or Afore, that the industry hopes will eliminate the weaker players.

The pace has been set by Profuturo-GNP, Mexico's third-largest Afore, which is awaiting approval from Mexico's Federal Competition Commission to buy Previntor, ranked 11th of the 17 Afore in terms of the numbers of workers affiliated at April 30.

The purchase price was agreed at \$80m, which industry officials said was higher than Previntor's investment in its first year, but on a par

with sums paid in other private pension markets such as Chile's, which is also consolidating.

The industry regulatory body, Conasur, said Inbursa, owned by Mexican billionaire Carlos Slim, was also awaiting approval to absorb Capitaliza, which is currently 16th in the pecking order.

This week, owners of Afore Atlantico-Promex said they were keen to sell, following the purchase of the Guadalajara-based bank Promex by Mexico's top banking group, Grupo Financiero Bancomer.

According to industry officials, Afore Comsa-Principal is one of the Promex-Atlantico suitors, even though it has one of the smallest market shares, at just 0.69 per cent of workers so far affiliated.

The talks and the flirting is beginning, but there's nothing official yet," said Raul Bravo, head of the industry association, Amfore.

Consolidation could shrink the number of Afore to 13 or fewer by the end of next year, Mr Bravo said, which he said would help shore up the system because bigger funds tended to be more profitable.

According to Conasur, five of the Afore have so far registered profits. But high start-up costs and a concentration of workers in top-name funds such as Afore Bancomer, have led some of the smaller groups to consider throwing in the towel.

## Web trade grows in Europe

By Paul Taylor

The use of the internet for electronic commerce in Europe is growing rapidly, according to information technology equipment suppliers and market analysts.

In the wake of Cisco's claim that Europe is closing the gap with the US in the use of the web for electronic commerce, Dell Computer, another internet sales pioneer, said its sales in Europe were now running at \$1m a day.

Earlier this week, Dell announced a 32 per cent increase in first-quarter sales to \$3.9bn and a 54 per cent gain in net income, reflecting the strength of its build-to-order sales model. Those figures included a 62

per cent increase in European sales to \$1bn, according to Mort Topfer, Dell vice-chairman.

Dell said internet revenues now totalled \$65 a day. "We expect 50 per cent of our revenues to come from the internet by 2000," said Jan Gessmar-Larsen, president of the group's European, Middle East and African operations.

Mr Gessmar-Larsen said Dell was receiving over 100,000 visitors to its European web sites a week out of a total 750,000. "Europe is about nine months behind the US and the gap is closing," he said.

Nevertheless, some fear that taxation and infrastructure problems could hold back electronic commerce in

Europe. Reflecting these concerns, a group of IT industry leaders led by 3Com, the networking equipment group, announced the Alliance for the Internet in Europe. The alliance plans to urge legislators and governments to solve issues holding back electronic commerce.

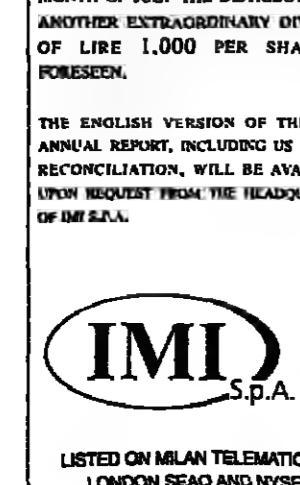
Steve Rowley, in charge of 3Com's European operations, said industry leaders were coming together "to resolve two main challenges: first, to develop a methodology for determining financial issues like tariffs and taxation so electronic commerce can reach its potential in Europe; and second, to create a European infrastructure to fix the access problems Europeans experience when using the Internet."

The costants of this statement, for which the Directors of IMI are solely responsible, have been approved for the purpose of Section 57 of the Financial Services Act 1986 by Price Waterhouse as an authorised person.

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## Wall St turned on by Eaton's high-value control systems

The successful transformation of the Ohio-based group is impressive, writes Peter Marsh

In a list of companies that have benefited from the long period of US economic growth, Eaton would come near the top. With four-fifths of its \$7.5bn sales last year coming from North America, the Cleveland-based manufacturer of industrial controls and vehicle parts has since 1993 seen a threefold increase in its net income and share price.

Buoyed by this success, Eaton plans to increase annual sales to \$10bn by early next decade, as well as lifting earnings per share by 10 per cent a year over the next three years.

A large part of this growth should come from the expansion of its operations in Europe, Asia and South America, according to Stephen Hardis, chairman and chief executive. He is looking for an extra \$1bn a year of non-US revenues within five years.

In the past decade, Eaton has switched emphasis from being primarily a maker of low-value automotive parts to one that gains more than half its sales from high-value control systems for a range of industries. It has also built a large business in semiconductor production equipment.

Stockmarket analysts have generally been impressed with the transformation of an 87-year-old company that in the 1980s was viewed as a stodgy mid-west metal basher. Lisa Shallet, of Sanford Bernstein, says the company has demonstrated "clear conviction" in concentrating in fields where it has a technical and marketing edge.

Elli Lustgarten, of Schroder & Co, says: "I'm exceptionally bullish about Eaton. It has the capacity to become one of the darlings of Wall Street."

According to Mr Hardis, who started his career with the company 19 years ago and has been chief executive since 1995, the key to Eaton's recent growth has been its ability to add new technologies to fairly traditional products.

While Eaton last year sold its appliance controls division to Siebe of the UK for \$30m, it is keen to expand its \$700m-a-year automotive controls business at up to 10 per cent a year, according to Mr Hardis. This division, with headquarters in Strasbourg, France, gains half its revenues from outside the US and is expanding in Brazil and China.

Last year, Eaton lifted net income 17 per cent to \$410m.

In 1992 net profits were just \$140m, while revenues have almost doubled. This year, Eaton is forecasting further profit growth, even though first-quarter earnings were hurt by a downturn in demand in south-east Asia for its semiconductor pro-

duction systems.

Maintaining the momentum, Eaton is planning to spend \$100m this year, four times 1993's figure, on what it calls "corporate growth programmes" tied to directing new or existing products into new markets or finding ways to make them more efficiently.

Research and development is specifically to new products, as opposed to "defensive" R&D aimed at adding a competitive edge to products already on sale, will cost \$215m this year, nearly 10 times the figure spent in 1993.

Among the world leaders, its sales of this equipment reached \$700m last year, and Mr Hardis is seeking to increase this figure to \$1.5bn by 2002.

"Weakness in the important markets in Asia may hold us back a bit more than I expected a few months ago, but for the longer term I am very confident about reaching this target," he says.

The rest of Eaton's sales - about \$3.5bn last year - come from automotive components.

The company has benefited from the surge in North American truck and car production in the past few years.

It has attempted to concentrate on the higher-value end of vehicle parts.

Eaton is a world leader in engine valves, with INA, a German company, it is one of the two biggest specialist suppliers of "hydraulic lifters" - products used in the valve systems of high-performance cars.

With Europe and the Pacific Rim accounting for 14 per cent and 2 per cent of Eaton's sales last year, Mr Hardis says he is looking for acquisition targets that would fit with his aim of increasing earnings per share from \$6.45 last year to above \$8 in 2000.

Japan and Korea look particularly promising - with potential targets in controls and vehicle parts possibly for sale at relatively low prices because of the Asia crisis.

Mr Hardis does not disagree with analysts' estimates that he would be ready to spend up to \$2bn on the right acquisition.

Also poised for longer-term growth is the semiconductor processing equipment unit, a sector where it is

Confident: Stephen Hardis sees longer-term growth

among the world leaders.

Its sales of this equipment

reached \$700m last year,

and Mr Hardis is seeking to

increase this figure to \$1.5bn

## COMPANIES &amp; FINANCE: UK

ADVERTISING MORE RECOMMENDS REVISED £475M BID FROM US GROUP AFTER MMC DECISION

# Referral leaves Clear Channel ahead

By Andrew Edgington-Johnson

**CLEAR CHANNEL** Communications appeared last night to have won the battle for More Group, the bus shelter and billboard company, after rival bidder Deceaux had its £275m (\$793m) offer referred to the Monopolies and Mergers Commission.

Clear Channel responded by raising its offer from \$446m to the level of the Deceaux bid, which lapsed as

a result of the reference. More's directors unanimously recommended the revised bid.

Roger Parry, More's chief executive, said the US media group seemed to have won "game, set and match".

Clear Channel's broker, BT Alex Brown, also swooped into the market to pick up 17 per cent of More's shares, and set a June 13 deadline for accepting its bid.

Analysts said the 17 per cent stake, coupled with the fact that the MMC will not tell Deceaux whether it can bid again until September 8, would make it more difficult for the French group to compete with Clear Channel.

However, More's shares ended 13p higher at \$11.30 — above Clear Channel's revised \$11.10 offer, which lifted from \$10.30 yesterday. Deceaux said it was "considering its options with its

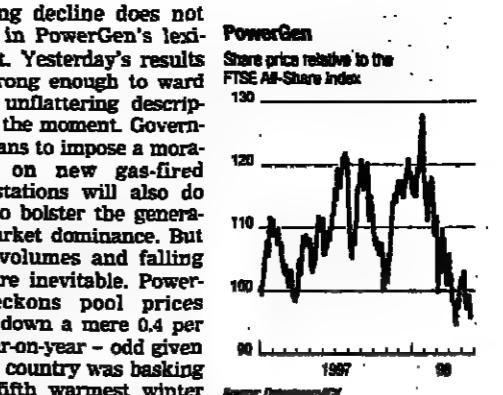
advisers" and would make a further announcement. It recommended that More's shareholders take no action in the meantime.

Analysts said it might try to stay in the bidding by promising shareholders that, if it were to be cleared, it would return with a bid at a higher level. Mark Mays, president of Clear Channel, said: "I don't think any of the institutional shareholders will fall for that."

Deceaux expressed surprise at the Department of Trade and Industry's decision. The DTI ruling, which followed advice from the Office of Fair Trading, was that the provision of street furniture to local authorities at little or no cost, in return for advertising rights, can be regarded as a separate market from the broader outdoor advertising market.

Deceaux and More together would control about 90 per cent of the market. Deceaux had argued that the DTI should have considered the broader outdoor advertising market, of which the two companies have just a 24 per cent share.

Mr Parry said if the Clear Channel takeover was successful, More would step up its efforts to invade Deceaux's home turf. "We will recruit 100 staff in France to go for the French market in a massive way."

COMMENT  
PowerGen

Managing decline does not feature in PowerGen's lexicon. Yet, yesterday's results were strong enough to ward off the unflattering description for the moment. Government plans to impose a moratorium on new gas-fired power stations will also do its bit to bolster the generators' market dominance. But falling volumes and falling prices are inevitable. PowerGen reckons pool prices nudged down a mere 0.4 per cent year-on-year — odd given that the country was basking in the fifth warmest winter this century. Still, PowerGen does more of its business via contracts, and the price of this electricity will fall this year.

Fortunately for PowerGen, it is in a position to do something about the gap this will make in its earnings. With net debt of some £480m, its ratio of net debt to enterprise value is under 10 per cent. If PowerGen were a water company, shareholders would be demanding a share buy-back. PowerGen has other plans. A new government may look more kindly on its renewed ambitions to buy into the electricity supply businesses. Buying a route to market would make strategic sense, but whether it can buy UK assets at value-creating prices remains to be seen. A US deal, structured as a no-premium merger, could also be attractive. If the right deal cannot be done, the pressure for a buyback will be on.

## More Group

Deceaux's bid has — rightly — been referred to the Monopolies and Mergers Commission, putting Clear Channel in pole position to win More Group. The MMC will probably find that Deceaux/More's potential domination of the street furniture market would squeeze local authorities too hard for comfort. By raising its bid to match Deceaux's now lapsed £11.30 a share, Clear Channel has been forced to recognise the inadequacy of its earlier offer. Even now, at 10 times 1998 earnings before interest, tax and depreciation, Clear Channel is still getting More's leading position in a fast growing market on the cheap. As yesterday's closing price of £11.30 suggests, More shareholders could probably squeeze Clear Channel for another 30p-40p. If Deceaux issued an indicative offer well over £12, reflecting the time value of money and the risk of an MMC block, pressure on Clear Channel to raise its bid would mount.

# Strong debut for Computacenter

By Christopher Price

Strong demand for shares in Computacenter pushed the market value of the UK's biggest combined computer distributor and services group to more than £1.3bn a year. The full benefit will not be realised until 2000.

Ed Wallis, PowerGen's chairman, also swung the group's support behind efforts to preserve a power station market for British coal.

The generator, which has lost market share to independent gas fired stations and nuclear power, yesterday reported pre-tax profits up by only £5m to £560m in the year to March 29.

The figures excluded a £200m windfall tax and a £360m write-down, mostly against the company's oil-fired power station at the Isle of Grain. The shares fell 16p to 76p.

Mr Wallis said the group sought to replace lost earnings from generation.

He confirmed that talks had taken place with a number of potential partners in the US. These are thought to have included merger talks with Houston Industries which could involve the creation of a £10bn business.

National Power, Britain's largest fossil generator, complained this week that prices being offered for US electricity businesses were too high.

Computacenter is raising about £280m from the offer.

# London and Sydney float for CCB

By John Williams in London and Russell Baker in Sydney

**COCA-COLA BEVERAGES**, the largest bottler of carbonated soft drinks in eastern Europe, will be floated on the London and Sydney stock markets through an institutional placing expected to value the group at about £1.25m (£2.5bn).

The new company, which will cover 18 central and eastern European countries, had sales last year of £1.25m.



## Bass lifts gloom in sector

By John Williams

**BASS**, the UK's second largest brewer, said it saw no sign of an easing in consumer spending in its 2,625 pubs where sales were rising by 4.4 per cent a year and profits by 12.6 per cent.

The statement boosted the shares of most pub operators, which had been slipping after several recent warnings of poor sales over the wet Easter holiday. Bass shares rose 17p to £10.87.

Sir Ian Prosser, chairman and chief executive of the brewing and hotels group, said Bass planned to invest about £300m in its pubs this year, with returns of about 18 per cent a year and no fall-off in the second year.

But he warned that competition was hotting up in a sector where most brewers were continuing to invest heavily.

The group reported a 6.6 per cent increase in pre-tax profits to £253m for 1997-98 for

## RMC in German cement purchase

By Jonathan Edwards

**RMC GROUP**, the building materials company, has bought Wulfrather, a German cement business, for DM425m (£250m) in cash and the assumption of DM85m in interest-bearing debt.

RMC said the move would confirm its position — previously hotly contested — as the third-largest cement producer in Germany, behind the two market leaders, Dierckhoff and Heidelberg.

Kevin Cammack, an analyst at Merrill Lynch, the broker, said the purchase was part of a broader "consolidation drive" for UK building materials companies.

Wulfrather was put up for sale by Rhenische Kalksteinwerke Wulfrath, a privately-owned industrial group, late last year.

The company produces some 3m tonnes of cement a year. This compares with estimated output from RMC's existing German operations of 6m-7m tonnes.

The business made pre-tax profits of DM42m on turnover of DM365m in the year to September 30, 1997.

The figures excluded a £200m windfall tax and a £360m write-down, mostly against the company's oil-fired power station at the Isle of Grain. The shares fell 16p to 76p.

Mr Wallis said the group sought to replace lost earnings from generation.

He confirmed that talks had taken place with a number of potential partners in the US. These are thought to have included merger talks with Houston Industries which could involve the creation of a £10bn business.

National Power, Britain's largest fossil generator, complained this week that prices being offered for US electricity businesses were too high.

Computacenter is raising about £280m from the offer.

## RESULTS

	Turnover (£m)	Pre-tax profit (£m)	EPS (p)	Current dividend (£)	Date of payment	Dividends compounded	Total for year	Total last year
Airtel Streamline	Yr to Feb 28 *	93.1	(105 )	5.83*	2.1	62.65 (15.74)*	8	8
Bass	28 wks to April 11	2,348	(2,683 )	538*	48.7	244.8	2.1	27.5
Brake Industries	5 mths to Mar 31	14.8	(15.2 )	0.284*	0.25	0.25	-	5
Capital Radio	8 mths to Mar 31	50.1	(53.8 )	25.6*	0.25	7.61	1.75	1.75
Charrington	5 mths to Mar 31	27.6	(27.6 )	2.73	0.25	16.1	4.75	4.75
Collective Publishing	5 mths to Mar 31	15.3	(16.9 )	5.04	0.25	5.05	0.25	5.1
Comcast	5 mths to Mar 31	65.3	(68.8 )	1.24	0.25	0.25	0.07	0.07
Concorde	Yr to Dec 31	1.2	(1.2 )	1.24	0.023	0.23	0.01	0.01
Exploration Co	Yr to Dec 31	1.2	(1.2 )	1.24	0.027	0.22	0.01	0.01
Gatesway	Yr to Mar 31	15.3	(12.9 )	1.25	0.25	0.25	0.25	0.25
Old English Pub	Yr to Mar 29 *	36.2	(41.9 )	4.65	14.811	7.77	1.8	1.8
PowerGen	Yr to Mar 29	2,932	(2,688 )	216	(377 )	19.32	20	20
Providence Re	5 mths to Feb 28	0.732	(0.327 )	0.0371	0.01	0.01	-	-
Recognition Systems	5 mths to Mar 31	1.32	(1.32 )	1.32	0.151	0.151	-	-
Scotiabank	Yr to Mar 31	43.8	(37.7 )	7.41	0.259	3.71	0.55	0.55
Starbucks	Yr to Mar 31	1,305	(1,250 )	125.1	0.25	21.4	5.4	5.1
Vesper Thermofrost	Yr to Mar 31	21.1	(24.2 )	2.05	0.207	0.207	0.205	0.205
Warren Howard	Yr to Feb 28	7.154	(7.08 )	20.46	(22.04 )	8.15	0.7	0.7
Investment Trusts	MM (m)	Ex-dividend date	EPS (p)	Dividend paid	Date of payment	Dividends compounded	Total for year	Total last year
Fleming Worldwide	Yr to Mar 31	89.3	(68.8 )	3.57	(3.58 )	4.51 (4.53 )	1.58	1.58
Hornbeam Small	Yr to Mar 31	186.08	(193.7 )	3.24	(2.38 )	3.84 (2.82 )	1.5	1.5
Hornbeam 1000	Yr to Mar 31	128.84	(118.67 )	1.14	(1.034 )	2.27 (2.07 )	1.1	1.1

Earnings shown basic. Dividends shown net. Figures in brackets are for corresponding period. \*Comparatives restated. After exceptional credit. £m= increased capital; £m= reduced capital. \$=US dollar. \*Non-comparative ex-home.

Source: Financial Times, 21 May 1998. Data compiled by Capital IQ, a division of Comshare.

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Figures in brackets are

## MANAGEMENT &amp; TECHNOLOGY

BUSINESS LUNCH BOB AYLING, BRITISH AIRWAYS CHIEF EXECUTIVE

# All smiles in the workshop

**L**ucy Kellaway has a smooth trip around BA's new offices, but finds the grins fixed and the in-flight salad dull.

"Dear Lucy (if I may)," wrote the chief executive of British Airways. "I would be tempted to have lunch with you on the condition you have lunch with me here. There are good things being done in British Airways at the moment which I would like to tell you about. Yours very appreciatively, Bob."

Bob Aylings does not look in the least apprehensive as he comes down to meet me in the reception of British Airways' brand new headquarters. Smooth and smiling, he makes it clear that he is in full control of the occasion. First, he says, he will give me a tour of the building. Then we will grab a quick bite in the canteen. Then we will have a further tour of the building. Okay?

Great, I say, but my heart is sinking. I had hoped for a long private session with this New Labour businessman; a long session with a building is not quite the same. Still, as buildings go, this one is quite something, light and airy - the last word in corporate fashion. Off we go down the main street, past the river that runs along it, the cafe and the supermarket.

"I don't like to think of it as a head office at all," he says enthusiastically. "I prefer to call it a workshop." As we progress around the "workshop", I notice that everywhere people are smiling - or rather they start smiling as soon as they see my guide.

"Hi, how are you," he says to a lady selling flowers. "Fine!" she beams back. "Hi, Alan!" he says to a man wearing a large badge saying "Alan". "How's it going?" "It's exciting!" says Alan. He takes me up in the glass lift to one of the work spaces. Bob (if I may) asks a

young man in a T-shirt to tell me all about "hot-desking" - the trendy office system that prevents anyone having their own desk. "It's really great!" says Alan. "Thanks Alan!" says Bob.

December 19, the day he moved into this building, was the happiest day of his life, he says. At first it was cold and he took to wandering around in a jumper. Before long other people started to copy him, and, much to his pleasure, a new-informal style of dress at British Airways was born.

He talks with the air of a man certain he is right, puzzled as much as hurt by the scale of last year's upset.

As he picks at his lunch he looks me straight in the eye. The effect is unnerving; he seems to be challenging me, but I am not quite sure how.

I ask whether the job is worth it. "What I really like is the ability to bring about change," he says, as if reading from a script. I persist: does he ever wish he wasn't chief executive of BA. No, is the answer.

I ask what he does when he isn't running BA. Apparently he spends time at home, sits in the garden, walks and reads.

"Do you read? What are you reading at the moment?"

He fires on the questions briskly, and I imagine how uncomfortable it would be to be an employee without the answers to hand. He is reading Michael Ondrasik's *The Skin of a Lion*.

"The rollmops are good," he says, avoiding them and helping himself to a few pieces of cucumber and a modest portion of kidney bean salad. I choose a mixture of dull salas and supplement it with crumble and custard. We queue up, like everyone else, he gives them his electronic card, and we take our trays to an ultra-

"I don't go in there," he says dismissively. "The food is great in the canteen and I meet people." Inside he makes for the salad bar. "The rollmops are good," he says.

"I try to read things I enjoy," he says. So that rules out management books, I say. He laughs. "I did read one once. I don't think I finished it."

"Management is about ... I

don't really know ... I'm learning still." He puts his hand on his heart. "I learnt everything from Colin." I deduce that this manager who has opted for an ultra-



One of the crew: 'The food is great in the canteen and I meet people'

## TECHNOLOGY SEARCH FOR STELLAR LIFE

# Light on the big question

**B**ruce Dorminey asks if intelligence elsewhere may have harnessed photons to communicate

Sydney Macarthur, has a \$50,000 optical SETI project in the offing using a newly purchased 15in telescope and a photon-counter.

This year Dr Bhathal will search areas surrounding 50 sun-like stars, visible only from the southern hemisphere, which are within 100 light years of earth.

After collection, light from the stars immediate vicinity will be fed into analytical software networked to a PC. The idea is that even if a nano-second flash appears near a bright star, the flash would be bright enough to be seen and interpreted as artificial.

An intelligent optical signal from 10 light years is estimated to provide about 90,000 photons a pulse, with each photon signifying a data bit. And although photons diminish and are lost over great distances, it might be possible to discern a pattern or message content in the spacing of individual photons.

Operating on a tight budget and with little experimental equipment, Dr Werthimer's group at Berkeley has constructed detectors that have been tried on a handful of stars.

By attaching two photon collecting tubes to the same telescope, the same light can be sampled with greater reliability.

A third control detector may be mounted on an auxiliary telescope simply to ensure that the natural flashes from a cosmic ray shower would not be confused with an intelligent signal.

The Berkeley team will officially begin surveying later this summer, looking for short pulses from a few thousand stars on one of the university's 20in telescopes.

The ultimate goal is to sample light from the vicinity of earth's 5,000 nearest stars.

"One bright flash would be very exciting," says Dr Werthimer. "But unless it is repeated, no one is going to believe you."

## THE PROPERTY MARKET

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## HEALTH HAYFEVER AND ALLERGIES

# Breathe uneasy

Pollen and other allergens can turn summer into an ordeal for an unlucky few, says Vanessa Houlder

**S**UMMERTIME, and the living is easy," goes the seductive Gertrude Stein classic. But for an increasing minority, summertime is more like an emanation test.

In the next week or so, grass pollen will start to be released. That will trigger the familiar symptoms of sneezing, a streaming nose, and swollen eyes among many hayfever sufferers.

Hayfever affects ever greater numbers of people - even though pollen counts have gradually diminished during the decades. Its increase reflects a trend that also includes asthma, which causes breathing difficulties and eczema, or itchy, inflamed skin. All three disorders are caused by allergy, an over-reaction of the immune system to otherwise harmless substances.

The number of people who suffer allergies in the western world is doubling every decade, according to Professor Robert Davies, president of the British Allergies Foundation (BAF). "There is something different in the

environment," he says. "People eat a wider range of foods, with more colourings and preservatives. Antibiotics are much more widely used in treating disease and in food production.

There is also evidence that air pollution makes people more sensitive to allergens.

In Japan, researchers found people were more sensitive to cedar tree pollen than if they lived near roads than if they lived in the forest. Other studies have shown that particles from diesel exhaust appear to increase sensitivity to pollen.

The indoor environment has also changed. Many of today's houses and flats are so well insulated that there are few natural draughts. A house now exchanges fresh air for indoor air only about once every five hours.

This warm, moist atmosphere - coupled with the greater use of soft furnishings and wall-to-wall carpets - provides an attractive environment for dust mites, the minute creatures whose droppings are important allergens.

Will the increasing incidence of allergies continue? Opinion is divided. But Prof Davies thinks it possible the problem may eventually embrace nearly everybody.

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1 LOOK FORWARD TO THE HAY FEVER SEASON - IT'S GOOD TO HEAR SO MANY PEOPLE SAYING 'BLESS YOU'



ROGER BEAVIS

It could become like the common cold. Everyone has it at some stage in their life," he says.

Arresting the trend may depend on developing a vaccine, or else changing the environment, he says. Protests for a vaccine that protects against the tendency to develop allergies are promising, he says. Researchers are trying to exploit the finding that infants who are exposed to infections disease early in life are less likely to suffer from allergies.

Prof Davies is also enthusiastic about immunotherapy, which seems to restrain the immune system by exposing it to increasing amounts of the allergy-producing protein.

Reducing contact with the house dust mite can be hugely helpful for people with eczema, asthma and hayfever. Allergy sufferers are usually advised to ensure their homes are cleaner and better ventilated. That may mean regularly vacuuming the mats with a high filtration vacuum cleaner, dusting with a damp cloth, boiling or freezing children's soft toys and covering mattresses and pillows with dust mite barriers.

Some problems are intractable, but many people are suffering unnecessarily. Hayfever sufferers, for instance, have a better range of treatments available to them than a few years ago.

"For most people, there are adequate medications around," says Dr Jean Emberlin of the National Pollen Research Unit. Her advice to hay fever sufferers is to seek medical advice.

allergens away from the allergy sufferer can be democratising. A survey published this week found that 60 per cent of allergy sufferers complained of associated psychological and emotional problems.

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# How never to miss another programme

The latest development in recorders brings both peace of mind and better quality to your home viewing, says David Murphy

**W**hen preparing for a holiday, setting the VCR to record programmes while you are away is a low priority. The cab is at the door, you are hunting for your passport - and there is no time to trawl through the television guide, then set individual timer blocks for each desired programme.

But how about a machine you could instruct to record every sports programme, or every documentary, with only a few key presses, and with the capacity to squeeze 49 hours' of programmes onto a single tape?

That is no longer fantasy, but the promise offered by D-VHS (Data/Digital VHS),

such as a digital surround soundtrack or multiple language soundtracks.

Or the machine may record 21 hours of material at Super VHS quality (which offers about 60 per cent more storage than VHS) or 49 hours of VHS quality material.

The viewer can choose the quality of the recording desired, up to the maximum transmitted by the broadcaster. If the broadcaster is transmitting programmes at a lower bit rate to increase channel capacity, the D-VHS VCR will accommodate more of the material at slightly lower quality. If a broad-

cast datastream, or multiplex, is available, the viewer can choose the quality of the recording desired, up to the maximum transmitted by the broadcaster. If the broadcaster is transmitting programmes at a lower bit rate to increase channel capacity, the D-VHS VCR will accommodate more of the material at slightly lower quality. If a broad-

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## CURRENCIES &amp; MONEY

# Pound slides on weak retail sales

## MARKETS REPORT

By Daniel Dombey

Surprisingly weak UK retail sales figures and further indications that the Bank of England might be turning against interest rate rises yesterday pushed sterling to its lowest level against the German currency for the year so far.

The D-Mark also reached a five-year high against the yen, as the markets digested the resignation of Indonesia's President Suharto. The dollar weakened against the Japanese currency before edging back.

Eddie George, governor of the Bank of England, described the retail figures, which showed an increase of only 0.1 per cent for the month of April, as "very weak". Market expectations had run as high as a 0.4 per cent increase. The pound ended trading hours in London at DM2.369, nudged

down 2 pence by the belief that the series of rate rises might be at an end. Interest rate future contracts also rose strongly.

But Philip Shaw, chief economist at Investors in London, said: "Although the apparent weakening in the UK economy has brought the currency down over the last month and a half, its differentials with interest rates in Euroland mean it is hard to see the pound collapsing." Mr Shaw believes that sterling will end the year at DM2.75.

Separately, William Buiter, one of the members of the Bank's monetary policy committee who has most consistently favoured a rate increase, said the economy was "clearly slowing down".

**POUND IN NEW YORK**

May 21 - Latest - Prev close

2 spot 1.6225 1.6230

1 mo 1.6200 1.6205

1 yr 1.6246 1.6257

1 yr 1.6089 1.6082

Mr Buiter told the Treasury select committee yesterday that interest rate differentials and expectations had accounted for about half of sterling's appreciation since August 1996.

The market shrugged off a denial by Gordon Brown, the Chancellor, that the UK was planning to join the European Exchange Rate Mechanism. If the country did become an ERM member, it is widely supposed it would do so at lower than sterling's current trading rate.

**■ THE DOLLAR** was hurt against the D-Mark, falling 2 pence to DM1.758 as the implications of April's record \$13bn US trade deficit sank in. The deficit with the European Union for the first three months of the year was \$17bn, three times its level a year before.

The D-Mark also rose against the yen, closing at Y77.07 in Europe, marginally stronger than the day before.

**■ TRADING VOLUMES** were low throughout the day - because of public holidays this week and next - increasing volatility and strengthening the view that some levels could soon be reversed. Much of continental Europe celebrated the Ascension Day break.

"When people reflect in more normal market conditions, many of today's

changes will appear opportunistic," said Paul Chertkow, head of global currency research, at the Bank of Tokyo-Mitsubishi in London.

"These are all excuses to take profits on positions which were appearing to get stale. The domestic sector in France and Germany is still depressed. There is next to no inflation there."

Mr Chertkow argued that the UK's April retail figures had to be seen against the context of a 4.2 per cent rise year on year.

Mr Chertkow has said he will respect the agreements with the International Monetary Fund, but negotiations over the country's debt remain difficult.

"In Indonesia there will be just as much uncertainty next week as there was last week," said Mr Chertkow. "The statement by Suharto is bound to cause friction. The basis of the IMF assistance programme is now in some doubt because all the economic assumptions have been blown away by the currency's fall."

After shedding some early

**■ OTHER CURRENCIES**

May 21 - Latest - Prev close

Cash Rp 32,341 32,072 32,160

Spot 34,240 34,240 34,240

1 mo 34,240 34,240 34,240

1 yr 34,

## COMMODITIES &amp; AGRICULTURE

## El Niño keeps grain farmers guessing

Despite planting running well ahead of the normal schedule, an unusual degree of nervousness surrounds the US grain harvest, writes Nikki Tait

A sultry haze hangs over Des Moines, Iowa, in the heart of the US grain belt. Local farmers, however, are not complaining: after a burst of wet weather early in the current growing season, planting is back on track, and generally running well ahead of the normal schedule.

But an unusual degree of nervousness still surrounds the 1998 grain harvest, largely because the tail-end of the El Niño weather pattern is still making its mark.

The recent burst of hot weather - while not detrimental at this stage - has raised the possibility that a prolonged period of parching heat could re-emerge later in the growing season, when damage might result.

"When you see temperatures of 100 degrees at this stage, it gets our attention," says Dan Basse, economist with the AgResource company in Chicago.

Drought conditions, he points out, have already gripped Mexico. While North America - and the grain belt, in particular - is far less susceptible to the weather phenomenon's harsher effects, this does raise the possibility that a long, hot summer could be

in sight. "We're fearful it will come northwards," he says.

Donald Wilhite, director of the National Drought Mitigation Center at the University of Nebraska, shares in the uncertainty. He says that conditions look fairly favourable at present, pointing out that late snowfalls in the Rockies have helped alleviate earlier worries of an abnormally small snowpack accumulation there.

But El Niño is still a joker in the pack. "There is not a huge amount of concern right now - but there's always cause for some worry going into the summer season, and we're not quite sure what's happening with El Niño, whether it's going to linger," he says.

Mr Wilhite, however, is inclined to think that the real test for grain farmers will come in the next growing season, rather than the current one. Already some meteorologists are wondering whether El Niño will be quickly replaced by a "La Niña" effect. That would occur if the oceans of South America that caused El Niño cool down rather than heat up.

"Opinion seems to be swinging that way, that we're going into a La Niña. Moreover, in an increas-

ingly deregulated US farm sector, there is less incentive to stay with certain crops for subsidy reasons. Analysts say that the US wheat production this year will be at their lowest level for a decade.

Nevertheless, assuming weather conditions do remain clement - a big "if" at this stage - official forecasts point to an extremely healthy US grain harvest.

Using current planting trends, the US Department of Agriculture is forecasting another record soybean crop, of about 2.8bn bushels, about 3 per cent higher than in 1997-98. Males production is projected to be 9.64bn bushels, second only to the 1994-95 harvest, when corn production narrowly topped 10bn bushels.

The big exception is wheat, once the mainstay of the prairies. There, a smaller crop will almost certainly be seen this year, about 2.36bn bushels according to USDA, down by about 7 per cent from the 1997-98 levels.

The problem for US farmers is that lower wheat prices, driven by world supply and demand, are making the grain an increasingly unattractive proposition economically, and acreage is switching to anything from soybeans to canola.

Moreover, in an increasing-



Good weather permitting, a healthy grain harvest is forecast

## Oil shrugs off talk of Russia joining Opec

### MARKETS REPORT

By Gary Mead and Kenneth Gooding

News that Russia this week discussed the possibility of joining the Organisation of Petroleum Exporting Countries left the crude oil markets unmoved yesterday, as did Iraq's rejection of a US proposal to have the current oil-for-food UN-brokered programme renewed automatically, rather than have it renegotiated every six months as is now the case.

Serguei Slesarev, a senior official in the Russian ministry of fuel and energy, told Reuters that at a meeting in Moscow between Russian officials and Rilwan Lukman - Opec's general secretary - the subject was raised, though Mr Slesarev said: "Primary producers will struggle and fail to meet all the demand for batteries and in that one or two-month window there is the potential for a price spike."

London Metal Exchange stocks are low, at 107,326 tonnes, and some of that lead is not available to the market because it is tied up by financing deals.

Mr Hawkes pointed out, however, that stocks at battery producers - the main lead consumers - were high.

"How much will battery stocks have to fall before you see a pick up in lead demand?" he asked.

Lead for delivery in three months on the LME closed at \$563 a tonne, up \$5.50 or 1 per cent from Wednesday's close. Other LME metal prices also increased yesterday and traders suggested this was caused by book squaring ahead of the long weekend holiday in the UK and the US. The LME will be closed for a UK public holiday on Monday.

"Tidying of positions pushed up prices and volumes have been nothing extraordinary, because Europe is on holiday [for Ascension day]," said Robin Blair, analyst at Brandeis (Brokers), the Pechiney subsidiary.

## Coffee crops threatened

Mexican and Central American coffee crops are already suffering from a severe six-month drought and are now further affected by smoke from ravaging fires and volcano eruptions, industry officials said yesterday. Reuters reports from Mexico City.

Coffee organisations and officials across the region, which accounts for more than 15 per cent of the world's output, said they were increasingly concerned about prospects for the

upcoming 1998-99 crop, expected to be the lowest in decades.

"We have a lot of smoke here, it's very hot, but it won't change anything here right now," said one coffee producer from Mexico's key growing region in the southern state of Chiapas.

Last week Central American coffee organisations cut their forecast for the crop to 9.4m 60kg bags, down 12.6 per cent from the 1997-98 crop of 10.75m 60kg bags, which is down 6.5 per cent from the 1996-97 crop of some 11.5m bags.

This shows, for example,

that forecasts of the average 1998 copper price range from \$1,600 a tonne to \$2,094, while those for the 1999 average show an even bigger disparity, between \$1,433 and \$2,424.

Uday Patel, a member of the team, said that six months ago most analysts were looking for a substantial copper supply surplus this year, but now it was clear the surplus would be much more modest.

Zinc and nickel markets were also very difficult to

## Metals forecasts diverge

By Kenneth Mead  
Mining Correspondent

There is almost unprecedented disagreement among analysts about the trend in metals prices, reflecting how difficult it is to gauge potential global economic activity.

This lack of consensus among metals market observers is highlighted in a review of recent forecasts by the economic research team at Outokumpu, the Finnish group.

This shows, for example,

analyse, he said. "It would not take much of a fall in Russian nickel exports to completely change [depressed] sentiment in the nickel market. Or, if China exports a little less zinc, the market would be in balance or there would be a small supply deficit."

Forecasts for the average zinc price for this year range between \$1,080 a tonne and \$1,432, and \$1,080 to \$1,344 for 1999. The equivalent ranges for nickel are \$5,069-\$8,155 and \$4,958-\$7,714.

JOTTER PAD									
■ ALUMINIUM (LME)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Spot	\$6,150	-0.025	\$6,360	\$6,875	\$6,982	\$6,486	\$6,700	\$6,500	\$6,500
Oct	\$6,800	-0.025	\$7,000	\$6,500	\$3,338	\$2,654	\$2,700	\$2,700	\$2,700
Dec	\$7,200	-0.275	\$7,550	\$7,025	\$7,148	\$7,200	\$7,200	\$7,200	\$7,200
Feb	\$8,300	-	\$8,000	\$8,825	\$8,825	\$8,825	\$8,825	\$8,825	\$8,825
Mar	\$8,725	-	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000
Total	\$8,725	-	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000
■ LEAD (LME)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Spot	\$1,150	-0.025	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175
Oct	\$1,200	-0.025	\$1,225	\$1,225	\$1,225	\$1,225	\$1,225	\$1,225	\$1,225
Dec	\$1,250	-0.025	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275
Feb	\$1,300	-0.025	\$1,325	\$1,325	\$1,325	\$1,325	\$1,325	\$1,325	\$1,325
Mar	\$1,325	-	\$1,325	\$1,325	\$1,325	\$1,325	\$1,325	\$1,325	\$1,325
Total	\$1,325	-	\$1,325	\$1,325	\$1,325	\$1,325	\$1,325	\$1,325	\$1,325
■ COBALT (LME)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Spot	\$1,000	-0.025	\$1,025	\$1,050	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075
Oct	\$1,025	-0.025	\$1,050	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075
Dec	\$1,050	-0.025	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075
Feb	\$1,075	-0.025	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075
Mar	\$1,075	-	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075
Total	\$1,075	-	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075	\$1,075
■ COCOA (LME)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Spot	\$1,100	-0.025	\$1,125	\$1,150	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175
Oct	\$1,125	-0.025	\$1,150	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175
Dec	\$1,150	-0.025	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175
Feb	\$1,175	-0.025	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175
Mar	\$1,175	-	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175
Total	\$1,175	-	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175	\$1,175
■ COPPER (LME)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Spot	\$1,200	-1.00	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Oct	\$1,225	-1.00	\$1,225	\$1,225	\$1,225	\$1,225	\$1,225	\$1,225	\$1,225
Dec	\$1,250	-1.00	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250
Feb	\$1,275	-1.00	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275
Mar	\$1,275	-	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275
Total	\$1,275	-	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275
■ IRON OXIDE (LME)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Spot	\$1,250	-0.025	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275
Oct	\$1,275	-0.025	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275
Dec	\$1,275	-0.025	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275
Feb	\$1,275	-0.025	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275
Mar	\$1,275	-	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275
Total	\$1,275	-	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275	\$1,275
■ IRON OXIDE (LME)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Spot	\$								

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4 Res. Inst. Moneys	-1.10	Leveraged	157.47	+0.03	157
Latin America Equity	55.99	55.87	55	-	55
Latin America Fund	155.59	155.51	155	-	155
Asian Equity Fund	155.55	155.51	155	-	155
Europe Equity	155.55	155.51	155	-	155
Germany Equity	155.55	155.51	155	-	155
United Kingdom Equity	155.55	155.51	155	-	155
Switzerland Fund	155.55	155.51	155	-	155
US Bond	155.55	155.51	155	-	155
Corporate Bond Fund	155.55	155.51	155	-	155
State Bond	155.55	155.51	155	-	155
System Europe Equity F	155.55	155.51	155	-	155
International Equity F	155.55	155.51	155	-	155
Global Equity Fund F	155.55	155.51	155	-	155
Global Equity Fund H	155.55	155.51	155	-	155
American Equity F	155.55	155.51	155	-	155
Latin America Fund F	155.55	155.51	155	-	155
International Bond Fund	155.55	155.51	155	-	155
High Yield Fund	155.55	155.51	155	-	155
Latin America Fund H	155.55	155.51	155	-	155
International Bond H	155.55	155.51	155	-	155
High Yield Fund H	155.55	155.51	155	-	155
Internet Growth Fund H	155.55	155.51	155	-	155
Internet Growth Fund M	155.55	155.51	155	-	155
Internet Growth Fund W	155.55	155.51	155	-	155
Internet Growth Fund Y	155.55	155.51	155	-	155
Internet Growth Fund Z	155.55	155.51	155	-	155
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4 Royalties Royal F	14.45	Leveraged	10.402	+2.07	10.402
Abertaxus Asia Fund					
Global Cap Portfolio	54.15	54.15	54	-	54
United States Portfolio	54.15	54.15	54	-	54
Europe Portfolio	54.15	54.15	54	-	54
Ex Export Import Portfolio	54.15	54.15	54	-	54
Emerging Markets Portfolio	54.15	54.15	54	-	54
Global Fund of Funds	54.15	54.15	54	-	54

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Zenith Leasing Corp Ltd	1000 Apr 30	526-31
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Notes are at market value determined, netted and rounded to the nearest \$ 1 million or \$ 1 million.		
Yield before tax for last 12 months.		
Price of current value expressed below plus subject to change daily or weekly.		
FCA - Financial Services Authority.		
(C) Funds not FSA registered. The regulatory authority for these funds is:		
Bank - Bank of Canada		
Bank - Separate Monetary Authority		
Insurance - Financial Services Commission		
Investment - Central Bank of Newfoundland Department of Enterprise and Employment		
Life of Man - Financial Services Commission		
Money Market - Financial Services Commission		
Money Market Fund - Canadian Investment Management Corporation		
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Seller's price - Price at which units are sold.		
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GIC - Open Ended Investment Company.		
Note - The term used throughout the fund manager's table to denote the time of the investor's investment plus return indicated by one of the following symbols:		
✓ PV 0001 to 1000 hours		
✓ PV 1001 to 1440 hours		
✓ PV 1441 to 1728 hours		
✓ PV 1729 to 2400 hours		
- Annual - no specific date of matu.		
- Maturity - specific date of capital repayment.		
- Monthly - pay-out P - Pay-out period.		
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- Registered as a UCITS (Undertakings for Collective Investment in Transferable Securities).		
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The fund prices published in this edition are also available on the Financial Times' web site, <a href="http://www.FT.com">http://www.FT.com</a> .		

## LONDON SHARE SERVICE

## **LONDON SHARE SERVICE**

## LONDON STOCK EXCHANGE

**Footsie fades after falling short of 6,000 level****MARKET REPORT**By Steve Thompson,  
UK Stock Market Editor

UK stocks enjoyed another session of widespread gains yesterday, taking the FTSE 100 at its best to within 8 points of the 6,000 level and the FTSE 250 and SmallCap to intra-day and closing highs.

The performances of all the main indices was a celebration of Wall Street's three-figure surge overnight, itself a continued response to the Federal Reserve's decision to leave US rates on

hold, plus relief at events in Asian markets.

Hong Kong, Singapore and Singapore all delivered good gains after Indonesia's President Suharto bowed to international pressure and resigned.

The day's economic data presented a mixed picture for the market. UK high street retail sales in April rose by the slightest of figures, up 0.1 per cent, well below the consensus forecast of plus 0.5 per cent, and were well received.

But there was concern that M4 money supply data showed the measure expand-

ing at an annualised 10.3 per cent in April, compared with a consensus forecast of 10.1 per cent.

Remarks suggesting that UK economic growth is slowing, made by a member of the Bank of England's monetary policy committee, William Buiter, were seen as positive especially as Mr Buiter had previously been seen as one of the more "hawkish" members of the committee.

With Mr Buiter shifting his stance, the chances of a rise in UK interest rates after the next monetary policy committee meeting

scheduled for June 3 - with the committee's decision on rates due to be announced at midday the following day - are viewed as much reduced.

Further reference to a slowing in UK economic performance came from Eddie George, governor of the Bank of England, although he also pointed to the worryingly high increase in average earnings announced last week.

But the FTSE 100 finished the day well off its best, affected by a dip in the Dow Jones Industrial Average, which came off its best in mid-afternoon.

The FTSE 100 closed 28.3 ahead at 5,935.6, having raced up to a session high of 5,991.1, up 83.7, not long after trading started.

The other FTSE indices made rapid progress, the FTSE 250 finishing at a record high of 5,844.6, up 29.0, after touching a peak of 5,861.7 in mid-afternoon.

The FTSE SmallCap, meanwhile, continued its seemingly relentless advance to fresh highs, closing 8.0 up at a record close of 2,782.3 after an intra-day high of 2,782.8.

Again, there were rumblings of discontent about

the relatively low levels of activity in equities, although this was partly put down to the closure of most European markets because of the Ascension day holiday. Turnover at 8pm was 765.5m shares, with non-FTSE 100 shares accounting for 61 per cent of the total.

One of the day's big features was the scintillating debut of Computacenter, whose shares moved to a substantial premium to the offer price.

Takeover rumours resurfaced, especially in food retailing where Safeway returned to the limelight.

**Mirror shines on bid talk****COMPANIES REPORT**

By Peter John and Martin Brice

**Mirror Group** was enlivened by speculation about a bid for the news group by Axel Springer, the German publisher.

Analysts said that the rumours, which had come from Europe rather than the UK, were being denied but nevertheless had the ring of truth to them.

Brokers were talking of a 350p-a-share bid for a company that had almost guaranteed cash flow of £150m a year but little strategy or direction.

They said Springer had previously expressed interest in the UK and Mirror would be an obvious target.

Lorne Tibbian, of Pannaire Gordon, said: "We would not rule it out. Mirror has underperformed dramatically and Springer is a pretty seasoned player in Germany."

Mirror shares moved forward 4% to 211.5p. And while the gain was only 2 per cent, it was backed by unusually heavy turnover of 8.6m shares.

A broker downgrade on the back of Asian worries saw Standard Chartered lose 12 to 78p.

Dresdner Kleinwort Benson reduced its 1998 profits

forecast for Standard by 14 per cent to £732m and its forecast for the following year by 9 per cent. The broker warned there might be more downgrades in both Standard and HSBC. It has recommended "sell" on Standard, but retained its "add" stance on HSBC. Kleinwort has Standard Chartered on a fair value of 490p a share and HSBC on 515p. HSBC rose 32 to 518.1p.

Supermarkets were actively traded after a ruffle of takeover speculation and some broker support. Talk that Safeway faces a joint bid from J. Sainsbury and Paxil

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Asda was denied. But the shares added 10% at 390.4p while Asda dipped 1% to 184p and Sainsbury 1% to 600p. In addition, CSEB moved from "hold" to "sell" on Sainsbury.

Investors were switching in early trading after news of a patent lawsuit affected the stock. However, the shares recovered to end 9 higher at 683p.

The pharmaceuticals company plans to file a suit against TorPharm's application to introduce a generic form of its anti-depressants medicine Paxil.

Paxil's global sales in 1997 were \$295m and accounted for 20 per cent of pharmaceuticals sales last year. Goldman Sachs believes: "This news could affect sentiment significantly." At worst, it says, earnings per share could fall by 16 per cent. The broker has stressed its neutral stance on the shares. However analysts said the prospect of a full-brownout of the market with its profit warning.

At the placing price, Computacenter stood at about 38 times forecast earnings. However, although the stock is a member of the information technology sub-sector, some analysts were cautious on its growth prospects.

About 70 per cent of its revenues come from the sale of hardware and Hewlett-Packard recently highlighted the slowing of that market with its profit warning. The shares closed at 788p.

Oil exploration and production stocks were boosted by discovery news but still weighed down by an underlying oil price which, at the start of UK trading, was at \$31 a barrel.

Lasme celebrated a new oil find in Algeria's Berkine Basin and the shares gained 6% to 290p.

Investor appetite for information technology stocks was highlighted by the large premium gained by Computacenter. The supplier of computers and related ser-

vices came to the market at 870p and quickly moved to a substantial premium, with the highest price paid for a block of shares said to be \$800.

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**Compel benefits**

A beneficiary of the Computacenter float has been fellow hardware and services supplier Compel, which has seen heavy volumes of its shares traded recently, as institutional investors that are underweight IT stocks have chased the shares.

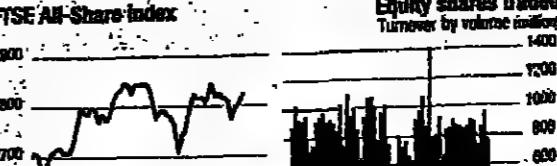
Merrill Lynch's smaller companies team has set a price target of 550p on the shares, which yesterday rose 6% to 484p.

Another newcomer, IT services company ICM Computer Group, came at 180p yesterday and rose to 260p, giving it a market value of about £50m. Miray had an inauspicious first day as a member of Footsie. It was the worst FTSE 100 performer, falling 153 to 234.17.

Tomkins saw brief trade of some 4.7m as traders started to tweak their forecast upwards as a result of meetings with the company. The shares rose 2% to 361p. The company has just passed its year end, and analysts have heard encouraging news on trading.

Sun Life & Provincial added 11 at 561p after the insurer gave an upbeat presentation to analysts.

More Group, the advertiser, lifted 13% to 211.30 after a contested bid from Clear Channel topped the existing bid from Duxx.



Indices	May 1998	May 1997	May 1996	May 1995	May 1994
FTSE 100	5925.8	+2.8	FT 30	3853.7	+16.0
FTSE 250	5845.4	+2.0	FTSE Mid-Fax p/c	23.70	+23.6
FTSE 350	2885.6	+1.8	FTSE 100/Fut Jun	5079.0	+54.0
FTSE All-Shares	2821.98	+1.19	10 yr Gilt yield	5.98	+0.2
FTSE All-Shares yield	2.78	-2.79	Long Treasury rate	6.14	+2.13

Indices and ratios	May 1998	May 1997	May 1996	May 1995	May 1994
1 Engineering Vehicles	+1.8	-1.2	1 Aircrafts Averages	-2.3	-
2 Interests	+1.7	-2.0	2 Tobacco	-0.9	-0.9
3 Household Goods & Text	-1.2	-1.2	3 Electricity	-0.1	-0.1
4 Food & Beverage	+1.2	-1.2	4 Chemicals Industries	-0.4	-0.4
5 Oil & Gas	+1.1	-1.1	5 Electric & Steel Equip	-0.3	-0.3

Worst performing sectors	May 1998	May 1997	May 1996	May 1995	May 1994
1 Aircrafts Averages	-2.3	-	-	-	-
2 Tobacco	-0.9	-0.9	-	-	-
3 Electricity	-0.1	-0.1	-	-	-
4 Chemicals Industries	-0.4	-0.4	-	-	-
5 Electric & Steel Equip	-0.3	-0.3	-	-	-

**FUTURES AND OPTIONS**

FTSE 100 INDEX FUTURES (LTP) £10 per full index point					
Open	Settled	Spot price	Change	High	Low
May 21	5925.8	5929.0	+2.8	5929.0	5919.0
Sep 98	5977.5	5982.5	+5.0	5982.5	5977.5
Dec 98	6142.0	6145.0	+3.0	6145.0	6134.0
Mar 99	6160.0	6160.0	+0.0	6160.0	6159.0

FTSE 250 INDEX FUTURES (LTP) £10 per full index point					
Open	Settled	Spot price	Change	High	Low
May 21	2885.6	2892.0	+6.4	2892.0	2878.0
Sep 98	2926.0	2932.0	+6.0	2932.0	2926.0
Dec 98	2942.0	2948.0	+6.0	2948.0	2932.0
Mar 99	2954.0	2954.0	+0.0	2954.0	2954.0

FTSE 350 INDEX FUTURES (LTP) £10 per full index point					
Open	Settled	Spot price			



*4 pm close May 21*

## **NEW YORK STOCK EXCHANGE PRICES**

## GLOBAL EQUITY MARKETS

US INDICES										US DATA										Dow Jones										JAPAN										FRANCE									
Day	May 20	May 19	May 18	High	Low	Open	Close	Chg.	% Chg.	Day	May 20	May 19	May 18	High	Low	Open	Close	Chg.	% Chg.	Day	May 21	May 20	May 19	High	Low	Open	Close	Chg.	% Chg.	Day	May 21	May 20	May 19	High	Low	Open	Close	Chg.	% Chg.										
Industrial	9174.95	9054.65	9050.91	9211.94	7880.42	8911.94	8911.94	+122	+1.3%	May 20	597	5970.42	5971.94	5971.94	5972.95	5970.42	5970.42	5971.94	+1.55	+0.2%	May 21	5972.55	5972.55	5971.94	5972.55	5971.94	5972.55	5971.94	-0.01	-0.02%	May 22	5972.55	5972.55	5971.94	5972.55	5971.94	5972.55	5971.94	-0.01	-0.02%									
Home Builts	1048.5	1047.6	1047.0	1048.4	1042.4	1044.2	1044.2	+6.00	+0.6%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
Transport	3398.75	3389.78	3367.21	3398.75	3138.35	3360.02	3360.02	+12.33	+0.3%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
Utilities	261.28	278.78	278.43	261.19	261.09	262.19	262.19	+16.53	+6.3%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
DJ Int. Dax	971.68	971.68	971.68	971.68	969.35	969.35	969.35	+0.00	+0.0%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
Standard & Poor's	1110.05	1108.52	1108.52	1110.05	1092.55	1108.52	1108.52	+4.40	+0.4%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
Composite	1110.05	1108.52	1108.52	1110.05	1092.55	1108.52	1108.52	+4.40	+0.4%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
Industrial	1303.24	1295.10	1291.70	1313.81	1277.45	1313.81	1313.81	+3.52	+0.3%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
Financial	135.86	133.31	133.11	140.83	116.92	140.83	140.83	+7.13	+5.3%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
Utilities	578.63	573.92	572.08	585.62	567.47	585.62	585.62	+4.84	+0.8%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
HSBC Corp	752.22	752.69	752.38	755.87	848.41	755.87	755.87	+52.40	+6.9%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
NASDAQ Composite	1851.75	1848.67	1841.82	1871.81	1850.22	1871.81	1871.81	+54.57	+3.0%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
Russell 2000	458.34	457.98	457.81	460.41	410.85	460.41	460.41	+12.35	+2.7%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
Small Stocks	1110.05	1108.52	1108.52	1110.05	1092.55	1108.52	1108.52	+4.40	+0.4%	May 20	1571	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	1571.0	+0.00	+0.0%	May 21	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%	May 22	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	1572.55	+0.00	+0.0%									
INDEX FUTURES	1110.05	1108.52	1108.52	1110.05	1092.55	1108.52	1108.52	+4.40	+0.4%	May 20	1571	1571.0	1571.0	1571.0	157																																		

# STOCK MARKETS

## Dow pauses to consolidate after rally

### AMERICAS

US shares reversed the previous day's strong gains, moving modestly lower in early trading, writes John Lubisz in New York.

By early afternoon, the Dow Jones Industrial Average was down 21.42 to 9,160.06 while the Standard & Poor's 500 index lost 1.26 to 1,117.80. The tech sector was equally uninspired, sending the Nasdaq composite down 4.97 to 1,826.78.

"Clearly we are in a wait-and-see attitude," said Bill Meehan, chief market analyst at Cantor Fitzgerald in Connecticut.

International uncertainties tended to take centre stage following the resignation of President Suharto of Indonesia. On the domestic front, analysts were mostly awaiting the latest minutes of the Federal Reserve's open market committee.

Cyclical shares led the Dow lower. Allied Signal fell 1.1% to \$43 while Union Carbide lost 1.4% to \$53.4.

Auto stocks were mixed. Ford Motor climbed 1.8% to 85.14 after the company told analysts that earnings for the second quarter would be stronger than expectations.

Cigarette stocks also broke the downward trend after the US Senate rejected a proposed three-year \$1.50 price rise for cigarettes. Philip Morris rose 1.1% to \$37.4 while R.J.R Nabisco gained 5% to \$28.

In the internet sector,

shares of Excite rose \$1.8 to \$62 after a takeover bid by Zapata, a diversified food company. Zapata lost more than 5 per cent or 8% to 10%.

Semiconductor stocks continued to weaken, sending the Philadelphia stock exchange's semiconductor index down by more than one per cent to 260.54.

In the small-cap sector, the Russell 2000 index lost less than one point to 467.95.

TORONTO moved higher, helped by a rally for Seagram, where sentiment, cool in recent sessions, swung back behind the idea of a takeover of PolyGram of the Netherlands.

Seagram, which has had its name variously linked with the Dutch music giant in recent weeks, jumped C\$3.05 to C\$22.40. A revised offer from MetroNet lifted Scintrex C\$1.25 to C\$14.00.

At noon, the S&P composite index was up 6.33 at 7,701.73.

SAO PAULO slipped in early trading with the Bovespa index off 84 at 10,344. Brokers said volumes were thin with most investors shadowing the directionless trend on Wall Street.

MEXICO CITY lost ground as sentiment followed the uncertainty on Wall Street. But by mid-session, the IPC index had rallied to show a gain of 21.94 at 4,629.36.

Bank shares, hit recently by worries about a money laundering scandal, rallied modestly.

### ASIA PACIFIC

Asian-Pacific stock markets moved swiftly higher on news of President Suharto's resignation in Indonesia. Many gains, however, were pared as investors had second thoughts about Mr Suharto's successor.

Vice-president Jusuf Habibie, former researcher and technology minister, is widely distrusted by the markets, not least for his penchant for expensive projects.

The JAKARTA market was closed for a holiday so its initial verdict on the succession will come today. But on the currency markets, the rupiah, like other regional currencies, was little changed in Singapore.

Against the trend, SEOUL was sent steadily lower on worries about a shrinking economy.

The market had pushed higher from the opening bell,

rising to 375.45 on the composite index, but late news of a 3.3 per cent contraction in first-quarter GDP sent the bears into overdrive. The benchmark index closed off 5.87 or 1.9 per cent at a low for the session of 362.30 with investor sentiment showing signs of severe strain.

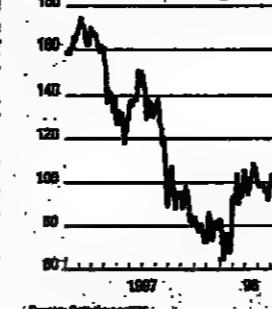
The weak GDP data, the worst figures since the final quarter of 1990, followed Wednesday's news of substantial lay-offs at Hyundai Motor, one of South Korea's largest employers.

TOKYO jumped more than 1 per cent after news of Mr Suharto's resignation calmed unease about the situation in Indonesia, writes Gillian Tett in Tokyo.

The Nikkei 225 closed at 15,845.25, up 192.30 or 1.23 per cent - the fourth successive daily rise.

During the morning the index surged to a high of 15,972.88 after the news about Mr Suharto hit the

Philippines Stock Exchange



cent to 1,222.29. The Osaka index ended at 16,611.69, up 151.50 or 0.9 per cent.

The volatility encouraged short-term dealers into the market. This helped push volume on the TSE up to an estimated 470m shares, from Wednesday's 430m.

Winners outpaced losers 841 to 315, with gains in transportation equipment, shipbuilding, sea transport, iron and steel, and ceramics. The major decliners were air transport, gas, rubber and leasing.

MANILA pushed higher with a cut in the banks' statutory reserve requirement.

SENDING property and bank stocks sharply higher. The composite index rose 48.32 or 2.3 per cent to 2,148.61.

Ayala Land rose 25 cents to 14,000 pesos helping to lift the overall property index by 3.4 per cent. "The calmer situation in Indonesia was a factor but the main drive was the reserve

cut which sparked hopes for lower interest rates," said one broker.

KUALA LUMPUR surged 4.3 per cent, led by sharply higher financial issues, on news of action to clean up the Malaysian banking sector. The composite index rose 24.45 to 583.82 on hopes that the formation of a special agency, which will take over the non-performing loans and assets of banks, could speed up the economy's recovery.

The financial sector recorded a 5.4 per cent rise as foreign money took part in the big volume rally. Top bank Maybank jumped 70 cents to M\$11.10.

SINGAPORE rose 45.87 or 3.6 per cent to 1,319.85 on the Straits Times index. More than 454.5m shares changed hands in active trading. Singapore Press gained 60 cents to \$14.60 to account for 10 points of the improvement in the index.

## Milan ascends on relief over Asia

### EUROPE

Shares in MILAN moved higher late in the session but in very thin trade with many other European bourses closed for the Ascension day holiday.

The real-time Mibtel index recorded a 5.4 per cent rise as foreign money took part in the big volume rally. Top bank Maybank jumped 70 cents to M\$11.10.

MIAMI, the Agnelli family's industrial holding company, climbed 1.68 to \$19.92 after announcing a capital increase and better-than-expected 1997 results.

Mediobanca rose 1.68 to L24,095 and San Paolo was L344 higher at L28,716 on news that the two banks said they would collaborate on the IRI capital increase.

MADRID reversed two days of gains with a decline of 0.95 to 5,78.62 on the general index, extending the shortfall on the all-time peak of early April to 7 per cent.

Brokers said volume was minimal given holidays across much of Europe. Endesa, a strong market lately as the group privatisation process gathers pace, ran into profit-taking, dipping 1.65 to Pta3,670.

WARSAW jumped 3.7 per cent in response to Wednesday's cut in the Lombard discount rates. The Wig index rose 61.6 to 17,108.9 with rising shares running ahead of fallers by 29 to 8.

ATHENS was higher as industrials outweighed weakness in banks, suffering adverse sentiment after the failure of talks to end strike action at Ionian Bank. The general index rose 2.97 to 277.94.

Written and edited by Michael Morgan, Jeffrey Brown, Peter Hall and Paul Gregan

### EMERGING MARKET FOCUS

## Tel Aviv rises above peace deadlock

One way or another, it seems the Tel Aviv stock exchange can do no wrong.

The benchmark TA-100 index hit a new record of 327.44 yesterday and has risen 6.5 per cent since the beginning of the month, up more than 8 per cent since the start of 1998 and 20 per cent from its February low.

And while there have been some profits taken in recent days, traders remain generally optimistic.

Why should the market be so buoyant when the US is hinting it might end its mediating role between Israel and the Palestinians if the 14-month deadlock in peace talks continues?

And why did the markets fail to react when Benjamin Netanyahu, Israeli prime minister, hit out at the European Union for plans to go ahead with a recommendation to exclude goods manufactured in the occupied ter-

ritories from a preferential trade agreement?

The answer, for the moment at least, is that investors at home and abroad are more interested in the economic fundamentals than the vagaries of the peace process. "The fundamentals look good now," said Daniella Finn, international department head at Batuchim-Imot Securities.

The Bank of Israel reckons

inflation will dip to between 5 per cent and 6.5 per cent this year, compared with 9 per cent last year. Interest rates continue to fall too. The overnight lending rate is 11.9 per cent.

Declining rates could woo small investors from government bonds and short-term savings. Yields on bonds with a one-year or two-year maturity are about 6.7 per cent. Solid ISG Research

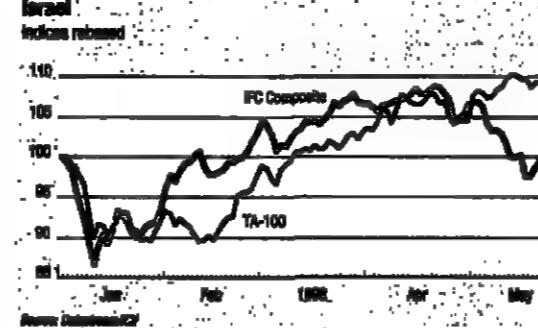
believes continuing interest rate reductions will make equities more attractive than bonds.

Turnover at the stock exchange, hovering this week at about Shk222m a day, could receive a substantial boost if some of the Shk140bn tied up in short-term savings and bonds is shifted.

The other good news is that the budget appears to be under control although Mr Netanyahu often promises his coalition partners more expenditure to maintain their support.

The government wants to try to keep the budget deficit at the 2.4 per cent of gross domestic product achieved last year. This may be difficult to achieve. GDP for the first quarter, on an annualised basis, grew only 1.2 per cent, while unemployment could reach 9 per cent by the end of the year.

Judy Dempsey



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Judy Dempsey

## Golds lead Jo'burg higher

### SOUTH AFRICA

Johannesburg rallied with the all-share index gaining 0.52 per cent to 8,127.4, helped by Wall Street, a stronger rand and a rally for the local bond market.

Boosted by a better day for bullion, golds were the day's best performing sector, adding 1.8 per cent to 1,048.

Among golds, Anglo climbed R5 to R275. Dealers said there was a large transaction in the shares.

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May 15, 1998

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Pursuant to the Indenture dated as of February 1, 1985 between Shearson Lehman CMO, Inc., as Issuer and Chase Bank of Texas as Trustee, notice is hereby given that the interest rate applicable to the above Bonds for the interest period May 20, 1998 through August 19, 1998 as determined in accordance with the applicable provisions of the Indenture, is 6.3125% per annum. Amount of interest payable is U.S. \$10,96524/25840 per U.S. \$10,000 principal amount.

Shearson Lehman CMO, Inc.

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USD Discount Series B

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By The Chase Manhattan Bank

London, Agent Bank

May 22, 1998

CHASE

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Societe

# Chicago

Although the Midwest is experiencing an economic renaissance, its largest service centre may be facing a new set of challenges, writes Nikki Tait

## A city reaping the good times

Ceres, goddess of plenty, presides over Chicago from atop one of the city's more elegant skyscrapers. The soft, stainless steel statue, by John Storrs, was designed almost 70 years ago. But in the closing stages of the 1990s, it also seems an appropriate symbol.

Chicago, a fractured "blue-collar" city for much of the century, is reaping the good times. The local economy, which acts as the biggest service centre for the Midwest and reflects its fortunes, is strong. Unemployment, although slightly higher than in the region generally at just over 4 per cent, is at historically low levels. Property values, both residential and commercial, have surged, and a good part of the surplus stock which hung over Chicago at the beginning of the decade has been absorbed. Speculative building may be back on the agenda.

The Asian crisis has also been weathered with relatively little damage to local businesses overall. Regional exports, meanwhile, have benefited from the North American Free Trade Agreement. Canada and Mexico are two of the three top export markets for businesses in the Chicago metropolitan area, taking almost \$6bn worth of goods in 1996. In general, economists worry more about the extent to which Chicago and its surrounding region may be bumping up against capacity constraints particularly in labour market terms than international problems. For example, the Illinois

Coalition, set up to promote Chicago's technology base, suggests that about 30,000 IT positions in Illinois, Chicago's home state, may be unfilled.

This prolonged economic Renaissance is also having a visible impact on the city which, despite its image as a manufacturing centre, has long housed graceful architecture and some monumental civic edifices.

Today, the city centre is flush with new restaurants, now spilling out to the west in the former "Skid Row". Navy Pier, the downtown promenade which was revamped in the early 1980s, bustles with activity. There are even grand plans to revitalise the Chicago River. Many Chicagoans, remembering the waterway's not so distant reputation as the town sewer, still blink at the suggestion. For the moment, at least, eating fish caught there is not advised.

"Boom town" ran a recent front-page headline on one local paper. This may be an overstatement, but it does reflect local confidence. Even the sports scene mirrors the upbeat tempo. Michael Jordan and the Chicago Bulls look good for another National Basketball Association title, and the lovable, yet usually losing, Chicago Cubs baseball team has found itself with a star rookie pitcher.

In much of this, of course, Chicago is not markedly different from many other cities in the US. But Chicago's scale and its role as the pre-eminent Midwest service centre, housing everything from big banks to derivatives markets, does mean that the city has had further to travel to

reach this point. Recessionary periods in the 1970s and 1980s hit the Midwest hard, and the loss of manufacturing was devastating.

The population of Chicago also shrank dramatically, by about 25 per cent between 1950 and the latest 1990 census, although with compensating growth in the "burbs".

But, despite current prosperity, it would be a mistake to think that legacy is completely buried. Those 1990 census figures, for example, suggested that the city's population was still declining, albeit at a much-reduced rate, although Richard Daley, Chicago's mayor, now dismisses these numbers as historic. "Just look at the building permits... it's way out of date. There's new growth, sure," he says.

Chicago's once dire education system has been subject to a huge overhaul and much subsequent praise, but there is a lot of ground to make up. Outside the main city centre, revitalisation in some lower-income neighbourhoods is only just getting under way. This presents a new set of challenges, notably, how to avoid sacrificing local character and affordable housing on the altar of gentrification and commercial developers' profits.

Finally, Chicago, once notorious for the degree of racial segregation in its neighbourhoods, could hardly be called a fully integrated city. The number of prominent African-American business people is much smaller than in, say, Detroit. Truly mixed residential areas can be

counted on the fingers of one hand.

Looking ahead, new challenges also seem to be developing as the city ponders its role in a rapidly-consolidating, increasingly global business environment.

Certainly, the wave of merger mania sweeping through US industry has not treated Chicago kindly. In recent weeks, it has seen Ameritech, the big regional telephone company which services the Midwest, agree to a takeover by Texas-based SBC. All the big local banking groups have now been acquired by larger institutions from outside the immediate area, although Banc One, the Ohio-based buyer of First Chicago, will make the Windy City its official headquarters.

A similar story applies in the manufacturing/service sector. Inland Steel, once a local manufacturing stalwart, is being snapped up by Europe's Ispat. Culligan has succumbed to US Filter. US Robotics, a big Chicago technology success story, was bought out last year by West Coast-based 3Com. Waste Management, which revolutionised the nation's waste services industry in the 1970s and 1980s, has fallen to Texas-based USA Waste. Bid rumours have even surrounded Motorola, the local communications giant.

Of course, a few Chicago-based companies such as Aon, the insurance broking group, or IMC Global, the chemicals business, have been on the acquiring end of this merger wave. Moreover, the scale of headquarters losses should not be exaggerated: Chicago still houses a formidable

array of big corporations, including Amoco, Abbott Laboratories, McDonald's, and Sara Lee. Mayor Daley is inclined to dismiss these concerns. He points to the fact that some foreign acquirers, such as the Dutch ABN-Amro banking group, have subsequently made Chicago their North American base, and that many European cities have flourished by housing regional offices of multinational companies.

Others put their faith in Chicago's bulk - it services a region whose gross domestic product is only slightly smaller than that of France - and its logistical advantages remain an important asset even in a world switching to electronic commerce. "This is not Peoria. There's a great air transport system and people know Chicago," says Christopher Hill, commissioner for planning and development.

Nevertheless, some in the business community have worried sufficiently about the level of investment inflows to set up World Business Chicago (WBC), an initiative to drive foreign investment.

In a report, WBC noted that Chicago was only fifth in exports among US metropolitan areas; ninth in international tourism; and that, in 1994, it ranked only seventh in attracting new foreign investment. Between 1990 and 1993, 36 new foreign-owned facilities were established in Illinois. Chicago's home state, compared with 222 in the 1980s, it calculated.

One explanation may lie in the increasingly successful marketing efforts by other large US cities, the likes of Atlanta or Houston, say. Cost may also be a factor: Chicago tends to outpace most of these smaller cities, although it remains substantially cheaper than New York. And investment intermediaries are cited by WBC as blaming the "strained relations between Chicago and its suburbs" (often of different political hues) and "lack of co-ordination among business attraction groups".

To many Chicagoans, who tend to be extremely loyal to their home town, this may not be a frontline concern. Decent schools, more green space, and good recreational facilities, as city officials suggest, are probably more immediate worries. Nevertheless, for the long-term prosperity of the city, it seems an issue worthy of consideration.



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ECONOMY by Nikki Tait

## Smiles in a bankers' heaven

The Midwest has become one of the strongest growth areas in the US

Chicago may not hustle like New York, or effervesce like California. But even a casual visitor to the city would find it hard not to notice that the good times are rolling.

Restaurants are full; properties and vacant lots in the city centre are being redeveloped; the upmarket Michigan Avenue shops hum with activity.

Meanwhile, a short drive from the centre of Chicago towards Indiana or down-state Illinois dispels any impression that manufacturing activity has fled, wholesale, to cheaper labour markets. As juggernauts rumble relentlessly by, one is still presented with a formidable vista of industrial muscle – certainly dotted by vacant properties, but surviving.

It is a long time since Windy City had it this good. As the biggest service centre for the Midwest/Plains states, its fate has always been tied to the immediate regional economy. That economy has, for most of this century, been dominated by manufacturing with industries such as automotive products and steel playing a particularly significant role. Agriculture, critical to states such as Iowa and Nebraska, also bears an important influence.

The tribulations of the Midwest's manufacturing sector in the 1970s and 1980s have been well-documented. The downturn effectively began in the middle of this century, as the region's share of manufacturing activity began to decline in favour of cheaper markets to the south and overseas.

But it was greatly exacerbated during the recessions which dogged the US over the next 40 years. During the 1979-83 recession, for example,

the Midwest is reckoned to have lost more than one-fifth of its manufacturing labour force – a retrenchment made all the more painful by a simultaneous slump in the agricultural sector.

Only in the late-1980s did this situation begin to reverse, as evidence of the now much-vaunted "rustbelt revival" started to emerge.

The internal restructuring of local manufacturing businesses, the drive towards new export markets, the introduction of more flexible labour arrangements, and the impact of technology change have all been credited for the turnaround.

Whatever the explanation, the net result has been impressive: the Midwest manufacturing index compiled by the local Chicago Federal Reserve Bank has risen fairly consistently from late 1990 onwards. The gain over the past six and a half years now stands at more than 45 per cent.

This sharp improvement in the manufacturing sector's fortunes has fed through to service industries, helping to make Midwest one of the strongest growth areas in the US during the recent extended economic up-cycle.

The region's growth rate last year was 3.8 per cent, while unemployment fell to 4.2 per cent. By 1996, BankAmerica calculates, the gross domestic product of the Midwest – defined as the core eight-state area – stood at \$1,406bn, slightly larger than that of the UK or Italy and only slightly less than that of France.

Chicago itself – where the economy is dominated by business services, financial services, and a mixture of manufacturing activity – has shared in this trend. Unemployment is low, although, at around 4.6 per cent, still above that of the surrounding region generally (where the figure has now fallen below 4 per cent).

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Some projections suggest that the local economy could grow by as much as 3.5 per cent this year. That growth is being boosted by a strong housing market, which in turn is fueling consumer demand.

Moreover, some economists think that a degree of stability might be entering the Chicago economy. Last month, when Moody's upgraded its debt rating for the city, it suggested that recent corporate restructuring might have made the local environment less sensitive to ebbs and flows in the business cycle. "We believe this is evidenced by the less severe impact of the early 1990s downturn, as compared to the 1980s recession," the New York-based rating agency commented.

All this leaves the local financial community smiling broadly. As Harrison Tempest, chief executive of ABN Amro North America, which through its ownership of the LaSalle National Corporation is one of the three big banking players in Chicago, remarks: "Some people describe this as the Goldilocks economy – it's bankers' heaven."

That said, two issues complicate the generally sunny picture. The first is the issue of labour shortages. These have become severe in parts of the Midwest, and in certain sectors – ranging from information technology to agriculture. Some economists are concerned that this is dampening regional growth; employment in the Midwest rose by 1.4 per cent last year, down from 1.5 per cent in 1995 and well below the 2.2 per cent growth seen in the US generally.

"It is certainly true that labour shortages are hindering the plans of some companies," says Richard Kaglic, economist with the Federal Reserve in Chicago.

This has prompted several responses. At the corporate level, for example, companies are increasingly



The Sears Tower symbolizes the city's soaring economy. *Patricia AP*

inclined to take pro-active steps to ensure a steady supply of appropriate employees – and not just at highly skilled levels. For example, UPS, the big delivery company which has a large hub in Chicago, runs classrooms for high school students willing to work part-time, in its "twilight" sorting shifts.

The effect on wages, meanwhile, is still unclear. Mr Kaglic, for example, acknowledges that companies are paying "targeted" wage increases, such as special signing-on bonuses, but thinks, for the moment, general wage inflation is "not really a concern".

Nevertheless, there has been very little evidence of people moving in from other regions of the US, suggesting that the pressures will continue in the months ahead. Economists at First Chicago have a succinct explanation for this: "Why aren't people migrating to the Midwest in droves? Because economic conditions on the coasts have improved and the weather here in January is lousy," they commented in a recent newsletter.

The second problem is more specific to Chicago itself, and relates to drift in manufacturing jobs from the city itself, partly to other regions but also to the only

ing suburbs. According to the Federal Reserve, 85 per cent of manufacturing jobs in the broad Chicago area were in Cook County (including the city itself) in 1989; by 1995, this figure had fallen to 67 per cent. Recent Illinois Department of Employment figures confirm the same trend, and pinpoint the extent to which this outflow has really been a city problem (at least, in recent years).

Between 1990 and 1996, the data suggest, Chicago (including O'Hare) lost one in five manufacturing jobs, taking its total down from 216,190 to 166,532. By contrast, suburban Cook County actually added jobs, at 261,333 (263,990). Most of the surrounding "collar" counties, that make up the rest of the broad Chicago area, also saw manufacturing employment increase slightly over the same period.

This trend can be explained by a number of factors. Mr Kaglic, for example, cites the expansion of highway systems, the cheaper cost of suburban land, companies' need for space, and so on. And it should be stressed that the city has also added offsetting jobs in the service sectors.

But the net result still presents a highly-visible problem for Chicago, particularly on the south and west sides of the city where manufacturing activity had historically tended to concentrate.

Today, there are still large tranches of vacant industrial property, such as the huge USX steelworks site near South Shore, and the former warehouses and meat-packing works which cluster around the near South Side and Bridgeport areas. Slowly, some of this space is being reused as public land, or housing – but it is an uphill process.

So what does the latest consolidation really mean for Chicago? Plainly, the most significant deal in local terms is the First Chicago/Banc One tie-up. Although many details of this have yet to be resolved, the two companies have made clear that

the merged organisation with \$230bn in combined assets, and the fifth largest bank in the US, will have its headquarters in Chicago.

However, the First Chicago name will vanish, and Banc One's John McCoy will be its president and chief executive. While the merged entity is being described as a "Midwest powerhouse", it will also be a more broadly-based organisation. It will take in branches in seven southern/south-west states, from Florida to Arizona, for example, and be the nation's second largest credit card issuer after Citicorp.

Banking consolidation has been a national trend in the US in recent weeks as multi-billion dollar mergers hit the headlines with near-daily frequency. Chicago, on the other hand, presents an interesting example of the effects of this process at the local level.

Since the start of 1996, a majority of the city's big banks – or their parent companies – have been involved in some form of merger activity. The first change came in January, when Royal Bank of Canada announced plans for a merger with Bank of Montreal, owner of the Chicago-based Harris Trust and Savings Bank, a sizeable commercial, industrial and individual banking business.

In mid-April, this was followed by the announcements that BankAmerica and NationsBank planned to merge, as did First Chicago NBD and Ohio-based Banc One. Both transactions had big local repercussions. BankAmerica has been the owner of the former Continental Bank since 1994 (now known as BankAmerica Illinois), which is essentially a business bank targeting corporations, institutions and high net-worth individuals.

First Chicago, meanwhile, is the biggest local banking operator, with about 180 branches in Illinois, a further 203 branches in Indiana, and almost 300 in Michigan, thanks to its earlier merger with National Bank of Detroit.

Over the past few years, it has been viewed as the only truly "Chicago" bank, and an important pillar of the financial community. Its board has been stocked with local businessmen – from Sara Lee's John Bryan to Amoco's Bill Lohrke – and it counts many local companies, big and small, among its customers.

The latest wave of mergers left only two big concerns unaffected: ABN-Amro North America, which owns the local LaSalle banking group, and Northern Trust, still independent but heavily weighted towards banking and trust services.

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TECHNOLOGY by Nikki Tait

## Out on the Silicon Prairie

Illinois ranks fourth in the country in terms of high-tech employment

Talk to a West Coast technology specialist, and the term "Silicon Prairie" is unlikely to register.

Yet, in common with many cities worldwide, Chicago would like to sell itself as a high-tech centre, partly because of the growth opportunities which such businesses offer and partly because it might finally bury the city's image as the one-time home of stockyards and belching chimney stacks.

Advocates of the Silicon Prairie concept point to the Windy City's credentials. For a start, the area already houses some big "high-tech" operators.

Motors, the wireless communications pioneer whose products range from semiconductors to cellular phones, is the largest and probably best known, headquartered at Schaumburg in the city's western suburbs.

US Robotics, started by Casey Cowell, a University of Chicago graduate in the 1970s, is another home-grown success story.

It became the second largest supplier of high-end modems before being acquired for about \$1bn by 3Com in 1997.

Smaller, but still credible companies, include Platinum Technology, the software house, Spyglass, the web browser business, Tellabs, the voice and data transmission company, and Zebra Technologies, which specialises in the automatic identifi-

cation and bar-coding business.

Branch out beyond information technology, to fields such as medical products and agricultural genomics, and the list lengthens.

According to the Illinois Coalition, a non-profit partnership set up to bolster the local technology scene, Illinois ranked fourth in terms of "high-tech" employment – after California, Texas and New York – in 1996.

Using US Labor Department data, the coalition calculates that technology-related businesses provided about 370,000 jobs, slightly ahead of Massachusetts or New Jersey, although still a pale shadow of California's 1.2m.

Moreover, in the Chicago area itself, technology-related businesses are on the rise, although this may partly reflect the general upswing in the local economy.

The coalition calculates that the number of information technology-related companies expanded by about one-third, from just over 4,000 to 5,300-plus, between 1992 and 1996. At the last count, Chicago's IT companies were employing about 152,500 people and generating an \$8bn payroll.

Another potential strength relates to the diversity of industry in and around Chicago and the sheer number of large companies with key operations in the region, ranging from the big financial services firms and insurance groups through to health care providers. That, in turn, provides an immediately accessible IT customer base.

Add to that Chicago's situa-

tion and relatively good air transport links – O'Hare means we can get anywhere in one stop," says one enthusiast – and the quality of nearby academic and research establishments.

"It's not quite Boston but it's equally, if not stronger, than Silicon Valley," says Doug Colbeth, chief executive of Spyglass, whose company's origins lay in work done by the National Center for Supercomputing Applications at the University of Illinois.

But, despite all these arguments, even those involved with local high-tech businesses admit that "Silicon Prairie" has its problems.

For a start there is the question of venture capital. This still tends to emanate from outside the region.

"You could count on the fingers of one hand, the people who are genuinely first-stage investors," says Matthew Brown, a lawyer with Katten, Muchin & Zavis, who specialises in the high-tech area and counts Zebra and Palatine as clients.

Tom Thornton, president of the Illinois Coalition, agrees this can be a difficult area, at least relative to other regions such as Texas or New York which are also generating an \$8bn payroll.

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"Illinois venture investors don't seem to have the same appetite for seed and first-stage investments," he says. But Mr Thornton also notes that some well-heeled individual investors, of which Chicago has no shortage, have also begun to emerge. This has created a new class of "angels" specialising in local technology

situations.

Labour is the other big sticking-point. The shortage of skilled information technology specialists is a nationwide issue in the US, and the Midwest is no exception.

Mr Thornton, for example, reckons that there are about 30,000 unfilled information technology jobs in the Chicago area.

Finally, there is the more intangible "image" problem. Chicagoans themselves seem to have difficulty viewing their city as an intellectually driven cyberspace hub.

After all, its appearance is still more reminiscent of a blue-collar manufacturing centre. This is sometimes attributed to a typically Midwestern approach, conservative and unrelenting pragmatism.

"In Silicon Valley there is the attitude that this is where it's happening," says Mr Thornton. "The image here, which may be representative of the Midwest persona, is more negative."

But Mr Colbeth has a simpler explanation: "I just think it has been a terrible marketing job. The governor's office could be a lot more inventive," he says.

Only recently has a proposal to create a "technology district" within the city's south loop area begun to edge forward as planners jealously eye the success of New York's Silicon Alley. And even that leaves Chicago's IT enthusiasts divided.

Some think it would be a useful rallying point. Others point out that many of the larger existing high-tech players are already based in leafier outlying suburbs.

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FUTURES • by Nikki Tait

## Challenge of change

The 1990s have proved to be a testing period for the city's rival exchanges.

Anyone calling in on the elegant deco building in the middle of LaSalle Street which houses the Chicago Board of Trade might imagine that all was well with the city's futures industry.

In trading hours the pits are a hive of activity. Traders shout, wallboards flash, there is paper everywhere.

But despite the energetic appearance the late 1980s are proving to be a tough period for established futures markets in Chicago, home of the US industry, as elsewhere.

Sweeping changes in the financial services industry and the globalisation of trading, coupled with rapid technological advances, are challenging the traditional manner in which business has been conducted.

End-customers are looking for the cheapest means of laying off risk, and exchanges are under pressure to lower members' costs.

For Chicago this is a big issue. Futures markets have been an integral part of the city's economy for more than a century.

The Board of Trade began in 1848, when Chicago was already functioning as a leading grain and agricultural terminal.

The Chicago Mercantile Exchange, the world's third largest exchange after CBOT and the London International Financial Futures and Options Exchange (Liffe), dates back to 1874.

Together these markets, plus their member firms, are reckoned to generate around 110,000 jobs in the city, directly or indirectly. More than \$1bn is spent annually on exchange-related goods and services.

But the late 1980s have proved an unsettling period. This is partly because of the competition presented by the growing over-the-counter derivatives market, which is more lightly regulated than

POLITICS • by Nikki Tait

## Controversy and character

The local political scene is considerably calmer than in the past.

Chicago and politics have always been a rumbustious mix. Past leaders, such as "Big Bill" Thompson, through Richard J. Daley and the Chicago "machine", and on to Harold Washington, the city's first African-American mayor, have variously provided a raw degree of colour, character, controversy and clout.

In reality, today's local political scene is considerably calmer than in the past - although the political currents that swirl beneath the surface are probably every bit as complex. Richard M. Daley - son of the former mayor, and sometimes known locally as "Riche" - is into his third four-year term. Both he, and his brother William, have risen to prominence in the Democratic party, supporting Bill Clinton early in his first presidential campaign in 1992 and then offering support in some critical battles, such as the Nafta "free trade" legislation. William Daley is the US secretary of state for commerce.

Essentially, Chicago represents a Democratic stronghold, amid the conservative rural constituencies of downstate Illinois. In the first Mayor Daley's term of office which ran from 1955 to 1976 - relations with Springfield, the centre of state politics, were often confrontational. Today, it is more of a cool stand-off although on issues such as airport facilities, views differ sharply.

Jim Edgar, Illinois' governor, has already announced that he will retire this year, setting the stage for a fight between George Ryan, the 61-year-old secretary of state, and Glenn Poshard, who - to the surprise of some - has emerged as the Democratic contender. Mr Poshard, a

POPULATION • by Nikki Tait

## People-pulling problem

City planners are facing the challenge of a shrinking population

the formal exchanges yet also offers risk management tools such as swaps to large sophisticated operators.

A second challenge is presented by technology. Some smaller exchanges, mainly overseas, have demonstrated that costs can be cut and customers won by replacing the traditional pit-based trading method, known as "open outcry", with electronic screen-based systems.

Finally, the relatively stable US economy and shrinking budget deficit have reduced volatility in key interest rate-related products. This is bad news for "locals", the independent traders who provide much of the market's liquidity.

The exchanges readily acknowledge the need for changes, although the spread of different interests among their members does not make for easy solutions.

In particular, local worry that their role would be impossible to replicate if a switch were made to screen-based trading during regular daytime hours.

So the exchanges are moving with some delicacy. For example, the CME is calling in external consultants to review a range of issues such as governance and strategic direction.

Both exchanges have also promoted electronic trading systems for after-hours business.

They have brought in new contracts effectively giving members more business opportunities over which to spread costs.

And they even buried traditional rivals to agree a common clearing system, which will handle trades from both markets.

But that, in turn, has raised the question of whether Chicago needs two exchanges - or whether, by combining, they could produce one powerhouse.

This suggestion is still usually brushed aside, not least because of the two organisations' very different cultures and years of fierce rivalry. Nevertheless, as the competitive pressures have mounted, the laughter has become a little less loud.

decline is less precipitous, and the implications for funding less serious. Nevertheless, latest estimates put Chicago's population in 1996 at 2.2m, about 2.2 per cent below the 1990 figure, and a substantial reduction from the peak of 2.6m registered in 1960.

In part, demographers have attributed Chicago's recent showing to a reduction in immigration. Although the city houses significant Hispanic and Asian populations, it is a relatively weak magnet for Chinese, south-east Asian, and even Mexican newcomers compared with New York or California.

Asian households, for example, still make up only about 2 per cent of total households in the broad metropolitan Chicago region.

There is also some evidence that the suburbs are still attracting families at the city's expense.

The surprising exception to these trends has been the Loop - the central business district and, to a lesser extent, some areas to the immediate north.

Here, the residential population is reckoned to have increased by about 10 per cent between 1990 and 1995.

Today, the population

is anecdotal evidence at least, indicates that older Chicagoans, whose children have left home, are abandoning large, but cumbersome properties in the "burbs" for the convenience of inner-city living, while loft conversions attract younger residents.

Nevertheless the general downward drift in the city's population has presented planners with considerable challenges.

The city has more than 50 TIFs - whose designated status can last for up to 23 years - either in operation or planned. "Their importance cannot be overstated, in providing economic reinvestment dollars," says Christopher Hill, commissioner for the city's department of planning and development. "We're not getting the money from state or federal governments."

Critics, however, claim that the schemes divert tax dollars from other public entities, such as schools and parks. They also tend to enrich commercial developers and can encourage sprawl.

Perhaps nowhere better exemplifies the promise and problems which surround the redevelopment of Chicago neighbourhoods than Bronzeville.

In other areas, jump-starting development has been the main goal. Increasingly, the city has turned to



Todd Rosenberg

close to the Illinois Institute of Technology (IIT) now in its final approval stages, the historical heart of African-American community in Chicago. If all goes to plan, city investments along with larger private initiatives - such as a \$250m rehabilitation of the IIT campus - could mean that hundreds of millions of dollars flow into the area. There is talk of attracting "cultural tourism" based around nine landmark properties. Meanwhile, some Bronzeville residents are concerned that they might be priced out of their neighbourhood, and question how many jobs will flow through to local inhabitants.

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### Facts about Chicago

348 factories

9.6 million people

1.2 million people attended

33 Fortune 500 companies

retail sales

\$60.5 billion

28 nations

trade commis-

sions

60 have

consulates in Chicago

13 daily newspapers

125 TV television stations and

100 radio stations

129 world class

venues

The City of Chicago  
Richard M. Daley, Mayor

Chicago Fact Book:  
<http://www.ci.chi.il.us/wm/dpd>

Christopher R. Hill  
Department of Planning & Development



AIRPORTS • by Tony Walker

## High-flying soap opera grinds on

Elections are highlighting the argument over a third airport

It is among Chicago's longest-running soap operas and this year it is set to command more attention than usual. Elections for governor and the US Senate are again highlighting the vexed issue of whether Chicago should move forward with "third airport" to supplement existing facilities, including O'Hare, the world's busiest airport.

Politicians seeking votes tend to favour an additional airport, both to relieve pressure on O'Hare and to provide economic stimulus for an area south of Chicago which is a proposed site for a third facility. O'Hare is subject to persistent criticism from residents who live under or near its flight paths.

But powerful opponents of a new airport include Richard Daley, Chicago's popular mayor, aviation officials and the two airlines which use O'Hare as hub of operations - United and American. The lack of obvious benefits will also make it difficult to go ahead with a new airport.

Mary Rose Loney, Chicago's Aviation Commissioner, believes talk of a new facility is something of a red herring. "We feel very strongly that demand can be met through Chicago's existing airport system," she says.

Joe Hopkins, media relations manager of United Airlines, headquartered in Chicago, says the industry is opposed to a third airport "on the basis it is not needed and not affordable".

The Clinton administration is also quietly giving its support to Mayor Daley whose brother serves in the cabinet. The Federal Aviation Authority last year removed Chicago's proposed new airport from a list of those eligible for federal funding.

In the meantime, as the debate rumbles on, Ms Loney is striving to improve and expand O'Hare's facilities to make it more attractive for international travellers. She cites a recent airline study which found that "an international passenger was five or six times more valuable than a domestic one".

O'Hare with 70.4m passengers passing through its facilities last year has a strong lead over Dallas, North America's next busiest airport. But its share of lucrative international traffic lags "gateways" such as New York, Miami, Los Angeles and Toronto. About 15 per cent of O'Hare's traffic is international.

Ms Loney has pledged to "aggressively pursue" increased international traffic, seeking to capitalise on the strength of United

and American which are both expanding internationally. United's share of all operations at O'Hare and Midway (Chicago's second airport) is about 45 per cent, compared with 38 per cent for the Dallas-based American.

Measures being adopted at O'Hare to improve competitiveness include lowering fees and carriers at the international terminal and an enhanced marketing effort.

The aim is to persuade airlines to increase the frequency of flights to Japan, to open non-stop routes to other parts of Asia, and to include more destinations in Latin America and Europe.

Ms Loney has also announced a freeze or reduction in domestic airport landing fees and rental rates, both of which had risen sharply in 1997. "We do not want to lose our leading edge," she says. "We want to make sure we do not let other airports pass us by."

Agreement has been reached with big carriers to spend some \$1bn on "strengthening and shoring up" domestic terminals. The international terminal is "well positioned" to meet growth expectations according to Ms Loney. "We have a mature domestic market," she says. "But international activity is growing at a double digit rate."

Chicago's aviation authority is also looking at Midway, the "point-to-point" airport on the city's southside which is host to smaller, lower-fare carriers which complement the O'Hare service. The plan is to spend \$72m on building a new terminal and improving roadways and parking at Midway.

In 1997 combined operations of O'Hare and Midway reached 1.12m take-offs and landings, with O'Hare accounting for some 884,000 of the total. That puts it ahead of Dallas, Los Angeles, Atlanta and Denver in the US.

Ms Loney is confident Chicago can maintain that lead in spite of sniping from local critics who have stymied efforts to add a new runway at O'Hare. She points to the 30 "open skies" agreements concluded by the US recently as an encouragement to "market-based competition", which should be good for the Mid-West region with its large population base.

She also notes that O'Hare's domestic feeder traffic is particularly strong with about 50 per cent of passengers using the airport to transit to other flights. This provides a large potential pool of passengers for international flights.

"Barriers to international growth are being lifted at an unprecedented rate this decade," she says. "The convergence of all these positive attributes really shines on Chicago."

CONVENTION CENTER • by Tony Walker

## Eventful days for 4m visitors annually

The prize for Chicago is a share of a business worth \$82.8bn annually

In Chicago big is better, it seems, as far as the city's convention facilities are concerned.

With the opening of the 33-story 800-room Hyatt hotel in June, the city will have completed an ambitious extension programme which consolidates Chicago's position as the largest convention centre in North America.

But there are challengers: Orlando, Florida, is expanding its exhibition space to nearly match that of Chicago's 2.2m square feet, and Atlanta, Georgia, is adding space to make its facilities more competitive for large events which have hitherto tended to be monopolised by Chicago.

The prize is a share of the US's lucrative convention and trade show business which was estimated in a 1994 study by the Washington-based Convention Liaison Council to be worth \$82.8bn annually. Chicago reckons that the convention business contributes about \$6bn to the city's economy each year.

John Devona, senior director of market planning for the Metropolitan Pier and Exposition Authority, says conventions and tourism have

been critical to Chicago's efforts to transform itself from a "rust belt" town to a service centre. McCormick Place alone hosts more than 4m visitors annually.

Tourism is challenging manufacturing as Illinois' second largest industry behind agriculture. McCormick Place and Navy Pier on Lake Michigan help bring millions of visitors to Chicago each year.

But there are shadows over the convention business. A lingering industrial dispute is threatening McCormick Place's ability to compete for new business. Chicago's Chamber of Commerce has warned that failure to resolve demarcation issues between unions involved in setting up and operating conventions and trade shows risks Chicago's pre-eminent position.

"While the region's skilled workforce (and competitive wage rates) are strong selling points for McCormick Place, restrictive union work and jurisdiction rules are not only preventing many shows and conventions from considering Illinois but are also making many current clients think twice about returning here," the chamber said in a recent letter.

However, for the time being the convention business is brisk. McCormick Place has a relatively full book of events this year, including giant boat and automobile shows which occupy vast amounts of

space. That is something the convention facility does not lack.

When the latest extension was completed in 1988 at a cost of \$875m, McCormick Place had added 340,000 square feet of exhibition space to the existing more than 1m. That additional space is large enough to hold 20 747 aircraft or 10 baseball fields and occupies a 27-acre

site. The modern convention facilities, in sheer size and scope, almost certainly far exceed the dreams of Colonel Robert McCormick, the legendary former owner of the Chicago Tribune, who lent his name to the original exhibition hall which was destroyed by fire in 1967 after being completed in 1955.

Col McCormick would also

no doubt have been impressed by the refurbishment of Navy Pier which had fallen into disrepair but was restored as a tourist precinct at a cost of \$22m. Reopened in 1985, it is now attracting 7m visitors annually and is, in Mr Devona's words, an "unqualified success".

Among new attractions planned at the pier, which

already includes restaurants, shops, a Ferris wheel and function rooms, is a Shakespeare theatre to be built at a cost of \$22m. "We don't want the pier to be simply a summer-time activity. We don't want it to be viewed just as a carnival," says Mr Devona.

"We want to attract year-round visitors to help the shops and restaurants."

## In Chicago, we go beyond the conventional.

The Metropolitan Pier and Exposition Authority offers the resources to handle any size convention, trade show or meeting with ease.

The largest convention facility in North America, McCormick Place tops the list with 2.2 million square feet of exhibition space. It hosts more major U.S. trade shows and conventions than any other facility.

Chicago's historic lakefront landmark, Navy Pier, also offers flexible exhibition and meeting space, ideal for mid-size and smaller events.

So, if your company is considering expanding into new markets, be sure to consider the advantages of Chicago - America's trade show and convention capital. Whether you're an attendee or an exhibitor, our new facilities, ease of travel, cultural attractions, and superior drawing power make it an ideal destination.

Metropolitan Pier and Exposition Authority

Managing Chicago's McCormick Place and Navy Pier



With basketball star Michael Jordan, Oprah Winfrey provides hours of priceless unpaid advertising for the city

The trial and attendant publicity did no harm to ratings of the *Oprah Winfrey Show*, which has consistently outrated its competitors since it was launched in 1986. But, as Harpo executives point out, the sum of the Winfrey phenomenon is much more than the parts of her top-rating show.

From her \$30m production studio on Chicago's west side, Harpo Films is producing TV movies for ABC and feature films in conjunction with Disney's Touchstone Pictures. Ms Winfrey herself is starring in *Beloved*, based on the Toni Morrison novel.

She is also a best-selling author. *Make the Connection*, her fitness manual has sold 2m copies. Oprah Winfrey's marketers could not be accused of passing up opportunity to capitalise on her name and reputation.

But perhaps the real proof of her marketing power lies in her ability to sell the works of her favourite authors. Ms Winfrey has done for Toni Morrison, the 1993 Nobel laureate, what years of diligent authorship plus marketing efforts of her publishers could never have achieved. She has turned Ms Morrison's works on themes of black redemption into best-sellers.

There could hardly be more effective proof of her marketing prowess... and of her intrinsic value to causes she adopts and to her adopted home. Chicago can count itself fortunate that a relatively obscure talk show host found her way to its shores in 1984 and then built a show business empire.

Tony Walker

PROPERTY • by Tony Walker

## Business district astir

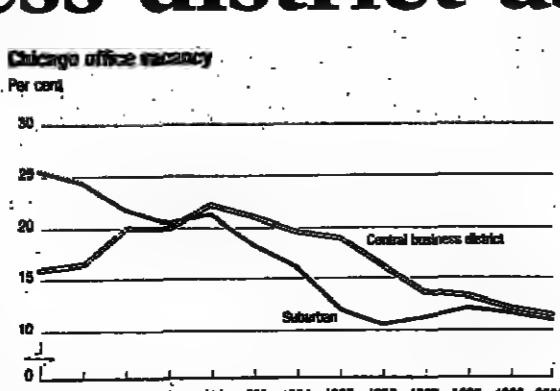
There is increased activity in the office and residential markets

After years of lying relatively dormant, Chicago's central business district market is stirring with several new buildings in the planning stage and shrinking availability of top class rental space.

Mark Parrish, vice-president of La Salle Management Services, one of Chicago's largest rental agents, says the vacancy rate in class A buildings is the "lowest in 15 years" and rents in some cases are approaching those on Wall Street and lower Manhattan, although there is still a big gap between mid-town New York and Chicago's more expensive space.

"In general we are very optimistic about the future of downtown Chicago, but at the same time we recognise the market can only tolerate a limited increase in supply," says Mr Parrish.

Mr Parrish is somewhat sceptical, therefore, about Chicago's ability to absorb more than one of the five larger buildings under plan-



nning and perhaps one of two smaller projects. But on the other hand he believes the "fundamentals remain very strong".

He says that among Chicago's advantages are that it is one of a small number of "24-hour" cities in the US - that is it has an extensive commuter rail system in place, it is blessed with "tremendous" cultural amenities in its city centre, and residential accommodation is booming in and around the business district.

The market's strength and the general buoyancy of the economy is also prompting companies to consider selling their buildings. Amoco, for example, has its property on the market and there have been other recent sales by high profile companies.

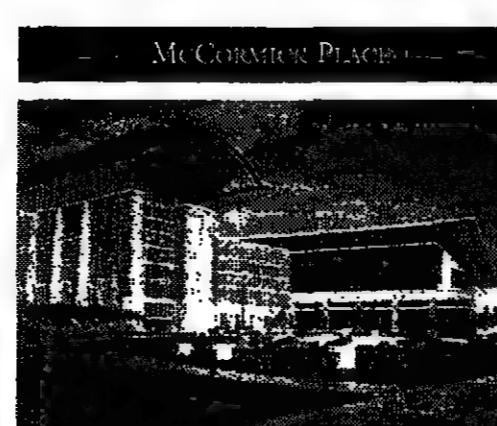
Jacques Gordon, director of research at La Salle, says that while Chicago is not immune to the ups and downs of the market, it is enjoying "stable, broad-based growth", and there is no reason to believe this will not continue.

There is no one sector which can bring down the house of cards," he says. He notes that Chicago ranks in the top 10 among North American cities, according to a regional growth index model developed by La Salle research.

In line with increased activity in Chicago's office and residential markets has also come a lift in the tempo of hotel construction. Hyatt is opening a 800-room hotel at McCormick Place in June and several other hotel and serviced-apartment blocks are under construction.

All this is a far cry from the depressed early 1990s when Chicago's property bubble burst.

These recent painful memories are sufficient, for the moment, to calm speculative instincts, according to Michael Skatzulski, managing director of Menlow Financial, one of Chicago's larger developers.



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## RECRUITMENT



ROBERT TAYLOR

## Fairness at work

The government wants to extend employee rights while preserving business efficiency

This week's long-awaited UK government "fairness at work" white paper represents the most comprehensive package of legislative measures to extend employee rights seen in the UK for more than a quarter of a century. The rather arcane discussion over recent months about the precise terms trade unions will require to win recognition in companies for bargaining purposes has received the most public attention, but this debate has given a misleading impression of the government's intentions.

The primary aim is not to restore lost trade union power and privileges but to extend new legal rights to all employees in the name of social partnership without damaging business competitiveness or efficiency. As a result all UK companies will need to re-examine their employment and recruitment practices. Legislation based on the white paper can be expected in the next session of

parliament and most of it will come into force soon afterwards.

Further regulation of the workplace can be expected. The UK will have a legally enforceable national minimum wage for the first time from next year, covering those employed in small as well as large and medium-sized companies.

**Substantial numbers of people no longer show up in official statistics**

European Union legal regulation can also be expected on working hours, the introduction of paid annual holidays, the protection of part-time employees, and an extension of information and consultation committees to all large UK-owned companies with business operations in two or more EU member states.

mainland Europe, which has been going on slowly for the past 20 years.

Many UK employers are not going to like this and they can be expected to voice their anxieties about the alleged cost burdens during the consultation period that lies ahead. However, they ought to be reassured by the government's insistence that the creation of a minimum framework of acceptable standards of behaviour in the workplace should benefit and not hinder business performance.

The establishment of more regulated workplaces is also designed to ensure that employers give a higher priority to recruitment and retention. It is about the spread of best practice beyond the relatively small proportion of companies that already pursues employee-friendly policies.

It will be interesting to see just how government ministers are going to reconcile the proposed range of workplace reforms with their public enthusiasm for the country's so-called flexible labour market based on limited regulation, which they continue to contrast favourably with the allegedly over-restrictive continental European approach to employment creation.

In fact, there is plenty of evidence available that suggests the UK's labour market performance of low unemployment and high job creation is not as impressive

as the government likes to think when contrasted with that of much of mainland Europe. Recent research carried out by Monica Threlfall at Loughborough University draws attention to the UK's consistently poor record in adult male rates of unemployment over the past 13 years. Only Spain and Ireland have seen worse.

By contrast the UK is one of the few EU countries with a relatively low incidence of female unemployment, bettered only by Denmark.

This is because of the high level of part-time work available in the UK, which women are much more likely to accept than men. Nearly half the UK's working women are in part-time employment with two-thirds of them working in jobs for less than 21 hours a week.

This suggests that the UK labour market (similar in respect to that of the Netherlands) generates more flexible forms of employment that are much more attractive to women than to men.

There are very few indications of a breed of new men preferring half-time work or job-sharing," argues Ms Threlfall. "Perhaps eventually fathers taking part in child care may perceive this as desirable as long as they are earning at least half a living wage and have a partner who can earn the other half."

There are also substantial numbers of people no longer showing up in official

unemployment statistics. The evidence suggests the UK has a much larger proportion of people who are excluded or exclude themselves from the labour market than most other EU countries. In 1996 in the UK, for instance, an estimated 13 per cent of the workforce was defined as "inactive" but wanting work. This was more than twice the EU member state average.

The level of employment inactivity is particularly striking among men in the UK aged 50 and over. As many as 28 per cent of them are economically inactive at the moment, compared with only 8 per cent of males aged 35 to 44.

Moreover, nearly half of those registered hardcore male unemployed (47 per cent) have not worked for more than 12 months, while as many as a third of them have not done so for more than two years.

UK policymakers may have to focus on helping to remedy the gender differences in the labour market and in particular how to respond to the troubles of male manual workers who can no longer find the kind of full-time, well-paid jobs they are accustomed to. The problem is that any gender-based employment strategy would fall foul of the anti-discrimination workplace practices that are now regarded as a necessary ingredient in "good" company recruitment programmes.

## Workers beat stress at the office by relaxing with their computer

Today's office is a much more contented, informal and relaxed place than it used to be.

Staff accept work pressure and stress are greater, but believe they are more effectively and efficiently managed than in the past, according to a recent survey carried out by Pitman Training, the UK workplace training company.

They also like using high technology equipment in the office such as personal computers and e-mail, with two-thirds of employees saying they are happy with it.

As many as 90 per cent of those sampled said high technology equipment made their work more enjoyable and a third said they wanted better training to increase their job skills.

## Teamwork is a winner

Teamworking is growing in popularity in the organisation

of work in UK businesses and organisations, according to a survey published this week by the Industrial Society, the independent employment body.

In a survey of 723 employers across the UK it found 85 per cent of them saying there was more teamworking in their workplace than two or three years ago.

More than 80 per cent of employers said the increase was due to the devolution of responsibility within the workforce.

## EU top salaries converge

There are signs of a convergence in the level of salary increases among directors of companies across the European Union, according to the latest senior management pay survey carried out by Monks Partnership, the independent consultants.

Median rises in 1995-97 adjusted for inflation indicate a high 4.4 per cent improvement in Italy and 4.0 per cent in Sweden, with the lowest at 1.0 per cent in Norway and 2.0 per cent in Germany.

Five years ago the spread of salary growth was between 5.5 and 13 per cent.

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## EUROPEAN MONETARY INSTITUTE

## VACANCIES IN THE EUROPEAN CENTRAL BANK

The European Monetary Institute (EMI), established in Frankfurt am Main in 1994 to prepare for the establishment of the future European Central Bank (ECB), is currently recruiting staff to fill vacancies in the legal services of the ECB. The legal services will be responsible for handling all legal issues within the ECB. This includes assistance in legal aspects of the regulatory, contractual and institutional framework of the European System of Central Banks (ESCB) and in addressing questions related to the interpretation of the Treaty establishing the European Community. The legal services will ensure the cooperation of the legal services of the national central banks and prepare the ECB's opinions when the ECB is consulted by Community institutions or by national authorities on draft legislation falling within its field of competence. The legal services also provide legal advice to the ECB management on administrative matters and may represent the ECB in Court.

Applications are invited for two positions as lawyer and a further two positions as junior lawyer. The positions will be offered on an indefinite contract basis, subject to a probationary period, and the ECB will have its own terms and conditions of employment, including a competitive salary structure, retirement plan, health insurance and relocation benefits. Candidates must be a national of a Member State of the European Union.

## Positions and Qualifications

## LAWYER

The position will include responsibilities with regard to the tasks described above and, in particular, the provision of legal assistance in matters related to banking law and EC law and the legal systems of Denmark, Finland, Greece and Spain.

## Qualifications

- Law degree awarded by a University in one of the following countries - Denmark, Finland, Greece or Spain.
- Several years of professional and/or academic experience (at least five) in institutional Community Law and/or in the banking/central banking field.
- Very good command of English and proven drafting ability in English. Working knowledge of other European Union languages is desirable.
- PC word-processing skills.

Ref: ECB/GS/09/98FT

## JUNIOR LAWYER

The position will include responsibilities with regard to the tasks described above under the supervision of senior lawyers and, in particular, the provision of legal assistance in matters related to banking law and EC law and the legal systems of Denmark, Finland, Greece and Spain.

## Qualifications

- Law degree awarded by a University in one of the following countries - Denmark, Finland, Greece or Spain.
- Some years of professional and/or academic experience (at least two) in institutional Community Law and/or in the banking/central banking field.
- Very good command of English and proven drafting ability in English. Working knowledge of other European Union languages is desirable.
- PC word-processing skills.

Ref: ECB/GS/10/98FT

## Start

July 1998.

## Applications

Applications should include a Curriculum Vitae, copies of diplomas and of (published or unpublished) papers or notes prepared by candidates, references confirming the required experience and skills and a recent photograph. They should quote the appropriate reference number and should be addressed to the European Monetary Institute, Personnel and Office Services Division, Postfach 16 03 19, D-60066 Frankfurt am Main, and should reach us no later than 6th June 1998. Applications will be treated in the strictest confidence and will not be returned.

These vacancies are also published on Internet: <http://www.ecb.int> but applications should only be submitted on paper via surface mail.

# MORGAN STANLEY ASSET MANAGEMENT

## HEAD OF PRODUCT SERVICES

Morgan Stanley Dean Witter is a global financial services firm employing 45,000 employees, located in 409 offices in 22 countries around the world. An opportunity has arisen within Asset Management Operations.

Morgan Stanley Asset Management currently runs its main Operations function for Europe out of London, supporting a range of global equity, fixed income and emerging markets products and their associated client base.

- managing the regional strategy for Product Services and aligning and co-ordinating this with the overall strategy for Global Operations
- participating in the creation and implementation of technology initiatives for the area

- co-ordinating custodian/Service Provider Management for European based products/funds, currently in Luxembourg, Netherlands, Germany and France
- overseeing operations for Luxembourg/European Funds

The main functions within the area of responsibility are: fund manager support; cash management; due diligence; transaction processing; settlement; pricing; database management; establishing procedures and making available new markets for investment; fund distributor support.

The successful candidate is likely to have a proven track record managing a similar area. Knowledge of the mechanics of fund management, an understanding of global equity, fixed income and derivative instruments and their settlement practices and systems will also

be required. The candidates must be comfortable with leading edge technology and its implementation and preferably have some project management experience. Educated to a degree level, the successful candidate will be highly motivated and focused towards a challenging goal orientated and dynamic environment. An MBA would be desirable.

Interested candidates should fax or send their Curriculum Vitae and covering letter to: Penny Smith at Robert Walters Associates, 10 Bedford Street, London, WC2E 9RE. Tel: 0171 915 8785. Fax: 0171 915 8714. E-mail: penny.smith@robertwalters.com Web: http://www.robertwalters.com You may also apply via http://spas.com/Robert\_Walters quoting reference JW98.

### £ EXCELLENT PACKAGE

**ROBERT WALTERS ASSOCIATES**

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## Corporate Finance Associate

### Financial Institutions

Talented young professional required to develop their career in the leading specialist investment bank in the insurance and banking sectors.

Our client is an integrated investment bank specialising exclusively in financial institutions. The firm's main revenue sources include secondary market brokerage, market making and proprietary trading, securities underwriting and primary capital distribution, corporate finance advice and specialised asset management.

The bank has an extensive client base amongst the leading financial corporations and largest institutional investors and its reputation has been built upon an acknowledged world leadership in insurance and banking research. Within its specialist niche, the bank has the resources and skills to match the largest investment banks. It has led many major capital offerings, is active in European privatisations and has a successful M&A advisory practice. The industrial revolution which is now sweeping through the financial services industry is generating worldwide consolidation and rationalisation, as well as new business opportunities, which can be expected to continue for many years to come. As a result, the bank has significantly expanded its corporate finance business in recent years and now seeks a further associate to support its growth.

**Michael Page**

CITY

London - New York - Paris - Amsterdam - Frankfurt - Milan - Madrid - Hong Kong - Singapore - Sydney

### £ Excellent

Specialist knowledge of the Dutch market is preferable, combined with top class corporate finance professional skills.

The successful candidate will demonstrate the following:

- 4-7 years' transactions experience in a respected financial institution.
- An entrepreneurial and proactive approach, combined with maturity and a high level of self motivation.
- Excellent academic background.
- Exposure to or an affinity for the region.
- Fluency in Dutch is a distinct advantage.

If you are interested in taking up the challenge, please telephone Annabel Haywood or Arabella Pack on 0171 269 1862 for an initial discussion. Alternatively, forward a copy of your CV to Michael Page City, 50 Cannon Street, London, EC4N 6UJ. Fax 0171 329 2986. Please quote ref 423553 or e-mail: annabelhaywood@michaelpage.com

## Corporate Finance Benelux Focus

An outstanding opportunity for a talented professional to join a leading player in an expanding market

### London

Our client is one of the world's leading, fully integrated investment banks. A global franchise, leading securities distribution and a pre-eminent research capability underlie their ability to handle the largest and most complex transactions.

A sector-focused approach and global presence create the depth of understanding required to anticipate the market, identify opportunities and devise appropriate and effective strategic solutions. The bank has thus developed an outstanding record in leading landmark transactions whether they are acquisitions, mergers or capital raisings.

Due to the increasing success of the Corporate Finance Department and the growth of activity in the Benelux region, there is now a need for an additional professional. Candidates must have a proven track record of success in developing business and delivering quality advice across a broad spectrum of corporate finance transactions.

**Michael Page**

CITY

London - New York - Paris - Amsterdam - Frankfurt - Milan - Madrid - Hong Kong - Singapore - Sydney

**The Royal Bank  
of Scotland plc**

## Customer Service Manager

### London

You want to use your customer focused, analytical business process skills to continue to develop our high customer service within our Treasury and Capital Markets? This newly created position requires you to work with Treasury Sales and Operations to identify our customers operational needs and by influencing your colleagues, deliver innovative solutions.

Other key aspects of the role:

- To define, agree and implement a quality operational service to T&CM internal and external clients.
- To work closely with both front office and operations department to set and implement new customer service levels.

This is an exciting opportunity for a high calibre individual.

- You have experience in process analysis and improvement in a financial environment.

**Michael Page**

CITY

London - New York - Paris - Amsterdam - Frankfurt - Milan - Madrid - Hong Kong - Singapore - Sydney

## Emerging Markets Manager

### City

### £ Excellent

ING Barings is part of ING Group, one of the leading international financial services groups based in Europe. ING Barings provides a full range of services in credit products, debt and equity capital markets, mergers and acquisitions and sales and trading of a wide range of financial instruments.

ING Barings has made a major commitment to Central and Eastern Europe including Russia, with a network of 14 offices and over 1,300 people in the region. The Emerging Markets Corporate Finance Department now needs to add a Manager to the existing team covering Russia and CIS.

Based in London, the role will include:

- Detailed financial analysis and modelling.
- Leading teams to research, prepare and write marketing pitches.
- Training junior members of the group.
- Managing transactions and helping to develop new relationships at a senior level within corporate and financial institutions.

This is a rare opportunity to work in an expanding Emerging Markets team where you will work closely with senior members of the group.

Please write in confidence, including a full CV and quoting reference RBR/2773.

Tel: 0171 499 8811  
e-mail: [odgers@odgers.com](mailto:odgers@odgers.com)

ODGERS EXECUTIVE SELECTION



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London W1Y 7FL  
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## HEAD OF EQUITY TRADING MOSCOW, RUSSIA

AN EXCEPTIONAL ENVIRONMENT FOR OUTSTANDING PERFORMERS

**THE COMPANY:**

Our client is a leading international investment bank headquartered in London, which enjoys an outstanding reputation for both quality and results, and has made a significant impact on the newly formed capital markets in Russia where the Bank provides its customers with a complete range of integrated financial services. The Bank is fully committed to Central and Eastern Europe and, as a result of its further expansion in this region, offers a challenging opportunity in trading.

**THE ROLE:**

The successful candidate will be responsible for managing an equity trading desk and will be actively involved in defining investments and trading strategies for the Bank. He/she must have experience in trading international securities, particularly in emerging market securities, and especially Russia. This person will have knowledge of global capital markets and a good understanding of market risks, risk management, and hedging techniques. The person will supervise trading of Russian securities in Moscow and lead the team of four additional equity traders. The candidate will have a very good understanding of the Russian stock market, at least five years of trading experience and excellent skills in business development and risk control. The ideal candidate will currently be a senior equity trader or head an existing trading team and have a successful record of profitable trading. A financially based degree is highly desirable and business fluency in Russian and English and sound understanding of emerging markets is essential.

**THE PERSON:**

The requirement is for an experienced and self-motivated trader. The candidate will be entrepreneurial and have a team spirit attitude and dedication to work. High level of energy and enthusiasm is demanded, linked to a willingness to take initiatives and handle controlled risk in the most challenging Russian business environment.

Remuneration will be competitive, commensurate with experience, and will be orientated towards results.

Please forward your full résumé in the strictest confidence, quoting reference no. FT302-1 to:  
**Antal International, Paris Business Centre, 23 1st Tverskaya-Yamskaya Ul., Moscow 125047**  
 Tel: 007 095 258 0465 Fax: 007 095 258 0470  
**Antal International, 2nd Floor, 90 Tottenham Court Road, London W1P 0AN.**  
 Tel: +44 (0) 171 637 2001 Fax: +44 (0) 171 637 0949  
 e-mail: cv@antal-int.com or visit our website on www.antal-int.com

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## Mars

### European Financial Controller - Pension & Benefits

#### SLOUGH / SUBSTANTIAL REMUNERATION PACKAGE

With operations in some 60 countries, Mars, Incorporated is a global leader in each of its major markets - snack foods, main-meal foods, petcare products, drinks vending systems and automated payment systems. A uniquely successful, privately-owned organisation with a distinctive egalitarian culture. Mars also enjoys a reputation as one of the world's best-managed companies.

With success dependent on the combined efforts of a talented workforce, the ongoing development of competitive pay and benefit policies continues to play a key part in attracting and retaining high-calibre individuals. The European Benefits Centre, based in Slough, is responsible for administering and controlling Mars pension schemes throughout Europe, as well as controlling the activities of investment advisers and managing the UK pension payroll. Reporting to the EBC's Director, this high-profile role will make a key contribution to the development of a pan-European benefits strategy, in addition to controlling the Division's financial activities and supporting the work of Benefits and Investments Manager.

You will need a good degree, a professional financial qualification, and around five years' post-qualification experience including an excellent record of financial achievement with blue-chip, best-practice organisations.

This experience will ideally have included responsibility for corporate pension funds and benefits. Highly self-motivated with the ability to communicate at all levels in a genuinely multinational environment, you will also be an effective people-manager with well-developed systems skills.

The salary is backed by a valuable package of non-contributory benefits including assistance with relocation if appropriate. In addition, with the significance of the role certain to increase, the career potential is considerable.

If you are interested, please telephone our appointed consultant, Stuart Adamson FCA, on 0113 245 1212,

or forward your comprehensive cv in confidence, quoting ref: n030, to Adamson & Partners Limited, 10 Lisbon Square, Leeds LS1 4LY. Fax: 0113 242 0802.

Email: stuart.adamson@adamson.com

*Mars is committed to equal-opportunity employment practices.*

## US Bank PRODUCT MANAGERS

£40,000-£60,000+ PLUS BONUS / LONDON

The Bank is one of the leading global providers of securities processing services to the market and a respected Trust and Investment Manager. The product management team is based in London, focusing on international markets. A clear and ambitious strategy for growth gives rise to these new positions being created to focus on European Securities Services and Master Custody.

**THE POSITIONS**

- Based on market and client requirements, create and implement new product initiatives. Work closely with Technology, Operations and other areas of Bank.
- Team aims to be "centre of excellence" in all areas and to continually enhance the range of services. Provide proactive support to Sales and Relationship Managers.

SAINTY, HIRD  
& PARTNERS

**SHP**  
ASSOCIATES

Please send a full cv and current salary details, quoting ref: 900811, to Ann Sample,  
**SHP Associates, Alderman House,**  
 10-15 Queen Street, London EC4N 1TX.  
 Tel: 0171 815 8888 Fax: 0171 815 8800.  
 E-mail: shpa@shpa.co.uk

## COMPANY SECRETARY



EXCELLENT REMUNERATION PACKAGE

KENT

**THE POSITION**

- Reports to Executive Chairman. Provides broad company secretarial service within a bi-national company.
- Participate in management of shareholder and capital issues. Make available prompt and accurate professional advice on secretarial matters.
- Execute ad hoc projects and corporate activities. Responsible for departmental budget.

Candidates should send details of career to date and current remuneration, quoting reference 4C1 to:  
**Grandison Selection, 5 Aldford Street, London W1Y 5PS.**

**GRANDISON SELECTION**  
 THE SELECTION DIVISION OF IAN JONES & PARTNERS LIMITED

**THE QUALIFICATIONS**

- Aged 30-40, qualified Chartered Secretary with public company and international experience.
- Technical excellence and self-confidence. First class interpersonal and communication skills. Self-starter.
- Strong French language capability, both oral and written.

## LEADING-EDGE RESEARCH IN FINANCIAL SERVICES

TO £60,000 + BENEFITS / CENTRAL LONDON

This high-profile, successful organisation is one of the best known names in business globally. The in-house research team uses the broadest range of economic and research techniques to provide information that is vital to the success of the firm. Continued expansion has led to the requirement for a senior manager and a number of research specialists focusing on the financial services industry.

**THE POSITIONS**

- Lead or play key role in building and developing a research capability for the financial services industry.
- Support every aspect of the firm's business by carrying out leading-edge research.

SAINTY, HIRD  
& PARTNERS

**SHP**  
ASSOCIATES

Please send a full cv and current salary details, quoting ref: 900811/W to John Ellis,  
**SHP Associates, Alderman House,**  
 10-15 Queen Street, London EC4N 1TX.  
 Tel: 0171 815 8888 Fax: 0171 815 8800.  
 E-mail: shpa@shpa.co.uk

## Structured derivatives products sales

### Italy/ Germany

Société Générale is one of Europe's leading investment and commercial banks with an extensive international network.

Due to the continuing expansion of our structured derivatives activity, we are seeking 2 individuals to sell derivatives products to corporate clients and develop new business in Germany or Italy.

The applicants must have a comprehensive knowledge

of derivatives techniques, as well as a thorough understanding of the customer base, cultures and markets in Italy or Germany.

Each position will be located in Milan or Frankfurt after a short period of time in the head office in Paris. A real fluency in Italian or German as well as English is required.

With this profile and using your entrepreneurial skills, you will have the opportunity

to develop a rewarding business and succeed in a challenging environment. Please send a complete CV, with current remuneration details, quoting OM/SDS and specifying which position you are interested in to Société Générale, Odile MOHAN, Espace 21, 92972 Paris-La Défense, France.

<http://www.socgen.com>



Package to attract the best

Major Global Bank

Germany

## Senior Financial Controller

Major influential role at the centre of a major global bank in Germany, which is poised for a period of change as it refocuses on and grows its highly profitable market-leading core businesses. Support the CFO in delivering a robust yet responsive financial management and control service and work closely with the Board as it restructures and reorganises the business.

**THE ROLE**

- Member of the bank's Senior Management Team, reporting to the CFO. Responsible for several financial control functions, supported by a small high quality team.
- Act as a change agent within finance, maintaining strict financial control whilst evolving to become a business-facing service provider.
- Prepare business profitability analysis and work with operational colleagues to raise overall performance.

**THE QUALIFICATIONS**

- Commercially astute and technically able graduate accountant, aged mid 30s, with board level experience in a small to medium sized financial institution or one of the core CFO functions in a major financial institution.
- Excellent team leader with strong people development skills. A change agent comfortable in a dynamic, evolving and international environment. Has ideally several years of international experience.
- First-class communicator with maturity and confidence.

Tel: +49 69 610 927 22

Fax: +49 69 610 927 50

**Selector Europe**

Spencer Stuart

Please reply with full details to:  
 Thomas Braun, Spencer Stuart,  
 Schlossmühle 59,  
 60596 Frankfurt, Germany

Commerzbank AG is a leading International German bank. Our banking business is growing rapidly and we are an active participant in global financial markets.

## SENIOR CREDIT ANALYST FINANCIAL INSTITUTIONS

We have an established Risk Management team which is independent of the product groups. This senior position reports to the Head of Risk Management. The team is responsible for the credit analysis and assessment of transaction risk and the monitoring of exposure relating to business produced by our Financial Institutions team and Treasury, together with all FI credit business for Capital Markets and Global Equities. The emphasis is on Treasury products, interest rate and credit derivatives.

This is a front line position and in addition to credit training from a leading bank and 5-6 years' well-rounded high quality credit analysis experience, we need active experience of Treasury or FI marketing and a knowledge of front office IT systems.

For the right candidate an attractive remuneration package will be negotiable. Please send applications, in strict confidence, with full career and salary details and quoting reference SCA7378/FT to our consultants: CJA, 2 London Wall Buildings, London Wall, London EC2M 5PP, fax 0171 256 8501, or telephone 0171 638 0680 for an initial discussion. Applications sent to Commerzbank will be forwarded to CJA.

**COMMERZBANK**

## MULTI-MANAGER PORTFOLIO MANAGER

A unique role combining portfolio management with marketing responsibilities in a rapidly growing specialist multi-manager portfolio management group

Our client, the specialist multi-manager subsidiary of a large European bank, seeks to recruit an experienced fund manager to join its small team. You will take responsibility for managing existing and new private client portfolios and contribute to the fund selection and asset allocation processes. You will also assist in making presentations to potential clients and in marketing to financial intermediaries.

You will have a good degree and several years' experience managing private client portfolios on a discretionary basis. You must possess excellent communication skills and be able to establish a high level of credibility with clients and intermediaries.

This is an exceptional opportunity to develop your career in an entrepreneurial and leading edge environment. A competitive salary package, with full banking benefits, is offered together with the potential to earn substantial bonuses.

Please apply in writing, together with a current curriculum vitae, to Elizabeth Williamson at Shepherd Little & Associates Ltd.

Cleary Court, 21-23 St. Swithin's Lane  
London EC4N 8AD  
email@shepherd-little.co.uk  
Financial Recruitment Consultants

Telephone 0171 626 1161

**SHEPHERD LITTLE**

FINANCIAL SERVICES AUTHORITY

**FSA**

## Banking Supervisor (Associate) Banks Division

The Financial Services Authority (FSA) will be the new integrated regulatory authority for the UK financial services industry. The FSA's scope will ultimately extend to banking, securities and investments, building societies, insurance, friendly societies and credit unions.

Moving to its new headquarters in Canary Wharf later this year, the FSA aims to provide effective risk based supervision to meet the challenge of an expanding banking and financial sector.

We are seeking to recruit a banking supervisor with several years' experience in the financial sector, which may have been gained in another financial supervisory authority (whether in the UK or abroad). The vacancy exists on one of the East Asia Groups within the Emerging Markets Department of the Banks and Building Societies Division.

The main responsibility of the post is the supervision of Chinese and other East Asian banks operating in the UK, to ensure they meet the criteria set out in the Banking Act 1987.

The person appointed will also be expected to build and sustain productive working relationships with the banks' home supervisors and Head Offices. This is a senior role with some managerial and administrative responsibilities.

As well as a good first degree (at least a 2.1) and preferably a Master's Degree in Finance, Business Administration or a related discipline, the successful candidate will need an effective command of Mandarin and preferably one other East Asian language or dialect (excluding Japanese).

Opportunities for the right person to develop their career within the FSA are extensive. The FSA offers salaries, benefit packages and career prospects which fully reflect the experience and skills required for the job.

Please send your CV and details of your current package, quoting ref: BS/CT, to GBS, Payne, HR Division, FSA, 25 North Colonnade, Canary Wharf, London E14 5HS. Closing date: 8th June 1998.

**STANDARD  
& POOR'S**

## UKRAINIAN BANK ANALYST

Standard & Poor's is the world's leading international ratings services firm. As a result of exceptional demand for our rating services in the emerging economies of Central and Eastern Europe, we are seeking a Ukrainian Bank Analyst, to join our emerging market bank analysis team to focus on Ukrainian banks.

The position involves in-depth analysis of banks and research into Ukrainian and CIS financial systems. Analyst responsibilities include establishing relationships and conducting meetings with senior management of banks and regulators, and the presentation of analysis for internal ratings purposes and for external publication. The position is London-based but involves extensive travel throughout emerging Europe with the possibility of relocation to the Ukraine or Russia at some point in the future.

You are likely to have an analytical background; hold a degree in banking and finance, ideally to an MBA level and have several years experience in analysis, either working for a financial institution or a regulatory body. Independent and coherent thinking, combined with strong computer skills and communication abilities are essential. A high level of fluency in Ukrainian and Russian is a prerequisite, including the ability to read and write on technical and financial subjects, and hold business discussions in local languages.

In return, we offer a competitive compensation package combined with a stimulating working environment.

Please write, enclosing a full CV, to: Paul Jenkinson, Human Resources Department, McGraw-Hill International (UK) Ltd, McGraw-Hill House, Shoppes, Maidenhead, Berkshire SL6 2QL.

A Division of The McGraw-Hill Companies

## THE EUROPEAN PATENT OFFICE (EPO)

In the Financial Times of 17th April, the EPO invited applications for the post of Principal Director (Patent Information) in Vienna (ref no EX7/98).

Please note that the closing date for applications has been extended until 8 June 1998.

International Futures Trading Company requires an experienced and qualified trader to perform market-making duties and to operate in related markets. Based in London, a successful candidate must possess a minimum of four years experience of derivatives spread trading, be degree qualified, and have excellent knowledge of international markets. Knowledge of risk management is essential.

Mark Murray, c/o Westminster Clearing Ltd., 4 St. Dunstan's Hill, London EC3R 8HL.

## International Management Consultancy

Central London

LAI International is the new UK subsidiary of one of the world's leading Executive Search and Human Capital Consulting firms. We are creating a global research capability to provide clients with state-of-the-art market and sector intelligence, and to support strategic human resource advisory work and executive search assignments.

As a result, exceptional career opportunities now exist for talented individuals capable of helping to grow the business.

### Financial Services Analysts/Consultants

Excellent Salary

+ Bonus, Profit Sharing and Benefits

To work as leaders of small closely-knit teams which will conduct continuous research in various sectors of the financial services industry and provide detailed market reports, briefing papers and other analyses. This activity will be used to identify, approach and attract potential candidates to fulfil searches for our clients. Candidates will be graduates in their mid 20s or over. Prior analytical experience is not essential, as exposure to financial services work may suffice. We are also interested in receiving applications from individuals currently working in financial information services and journalism.

In addition we invite applications from younger or less experienced individuals to report to the Analysts/Consultants in fulfilling these tasks.

Please write with full CV and telephone numbers to:

LAI International, 42 Berkeley Square, London W1X 5DB

**Price Waterhouse**

## Securities Analyst

Capitalise upon your knowledge of the French markets and be in the vanguard of a European investment revolution

Brussels

A brand new European concept  
This company is a global real estate investment firm with strategic investments capitalised in excess of \$19 billion. Within Europe they are the market leader in their field with investment philosophies which are set to revolutionise the European property market.

Just three years ago...  
...the group's European operations did not exist. They now command a market capitalisation of over \$2 billion and counting and are the prime movers in a vast, lucrative and largely untapped developmental field. A major part of their success is attributable to the internal investment they have made in proprietary research and analysis.

Become part of this investment...

...by joining the team which provides leading edge analysis of public real estate companies. Initially the focus will be in the French market with the remit then broadening to cover Central and Southern Europe. Your role will be pivotal to the decision making process and will focus upon an analysis of specific target companies, based upon a rigorous analytical approach and extensive field work exercises. All this is backed up by macro economic and sector specific research which will help underpin your recommendations.

### Your profile

You are a fluent French speaker and high calibre graduate, preferably with additional languages and a first rate MBA, possibly with finance related qualifications. You will have a bare minimum of two years securities analysis experience, some of which will have focused upon the real estate market. You will be well versed in the design of sophisticated computerised models and have a good understanding of discounted cash flow techniques. Your track record will show you to be a successful, analytical, results driven and commercial team player.

Take the lead...  
...by calling us to find out more about a company which is ahead of the rest. Call either David Hunter on 0171 939 3661 or Gavin Burgess on 0118 288 2108, or write to them, quoting reference L1894/FT, at:

### Executive Search & Selection

Price Waterhouse  
Southwark Towers  
32 London Bridge Street  
London SE1 9SY  
Fax 0171 378 0647  
E-mail: David\_Hunter@Europe.notes.pw.com

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## ASSOCIATES: DEBT CAPITAL MARKETS

LONDON £ EXCELLENT

We have been retained by one of the world's leading financial institutions with a global presence in over 45 countries. As part of their strategic expansion plans, they are seeking a number of additional associates to join their market leading Debt Capital Markets Group.

THE ROLE IS...

Working within the Debt Capital Markets Group in London, the successful candidates will provide research and support to the Group's senior executives working on a broad range of debt funding and derivative proposals. They will work closely with them on all aspects of the Group's activities, particularly cross-border transactions. Eventually, successful candidates will be placed in an Origination role within the group.

YOU WILL BE...

Ideally, candidates will have around two years' Capital Markets experience. They will be familiar with the debt origination process and possess a developed

understanding of fixed income, bank capital and derivative products. They will be both quantitative and client orientated. The ability to build and develop both external and internal relationships at all levels is essential.

It is likely they will have graduated from a recognised European or US university preferably in a quantitative related discipline. A second European language in addition to fluent English is preferable with fluency in Italian, Portuguese, Greek, French or a Scandinavian language a distinct advantage. Creativity, initiative and entrepreneurial flair are essential.

This is an outstanding career opportunity for young bankers currently working within recognised financial institutions who are seeking substantial and virtually unlimited career opportunities.

For an initial confidential discussion please contact Charles Hamill-Stewart or Richard Lewis at Alexander Mann Group. Alternatively you may write to them at the address below or Email: [Markets@alexmann.com](mailto:Markets@alexmann.com)

**ALEXANDER MANN**

Globe

9-II FULWOOD PLACE, LONDON WC1V 6HG

Fax 0171 405 4434

*Stylized*



CANTERBURY CHRIST CHURCH COLLEGE

**FINANCE****DIRECTOR OF FINANCE**Not less than £35k per annum  
Ref: DOF/FIN/33

Canterbury Christ Church College is a large successful Higher Education Institution which has grown rapidly over the past five years and now has over 10,000 students.

As Director of Finance you will be responsible for the administration of the College's finances, turnover £35m. You will need a recognised accountancy qualification, and extensive experience of financial administration at a senior level in a large organisation. You should have the ability to lead the Finance Office during a period of change, good communication skills and a willingness to exercise initiative and judgement.

Closing date: 1 June 1998.

Interviews from Mid June 1998.

Salary dependent on experience and qualifications.

Application form and further details from Personnel, Canterbury Christ Church College, North Holmes Road, Canterbury, Kent, CT1 1QU, Tel (01227) 782475 (ansaphone service), quoting the reference number, E-mail: personnel@canterbury.ac.uk  
No agencies.

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The FT can help you reach additional business readers in France. Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to further target the French business world. For information on rates and further details please telephone: Kari Leyton on +44 0171 873 3694

**Group Accounting Manager**  
Warwickshire to £55,000 + Car + Bens + Relocation

Our client is a FTSE 200 group of companies with a turnover in excess of £1 billion and a reputation for excellence in the production and the supply of a wide range of industrial products on an international basis. The company has widely recognisable brand names and a consistent record of growth both organically and by acquisition.

Due to continued expansion, the group now wishes to appoint a Group Accounting Manager to improve the quality of information supplied to the Group Board of Directors and to assist in the development of a group culture which supports the achievement of group strategy.

The successful candidate will have primary responsibility for group reporting, including the setting of key performance measures and the development and monitoring of key profit improvement initiatives around the group. Furthermore, the continuous improvement of the control environment will be another important aspect of the role as will

responsibility for the internal audit of the group's UK operations. The job will also include involvement in key investment decisions facing the group and acquisitions along with other ad-hoc projects. There will also be responsibility for improvement of cash management throughout the group.

The successful candidate is likely to be a young, ambitious qualified accountant aged up to 36 years with relevant experience gained in commerce/industry or the profession. This role is seen as an excellent opportunity to join the group and progression is anticipated in the medium term to more senior positions within finance or general management in the UK or internationally.

Interested candidates should apply in writing, enclosing a curriculum vitae and covering letter to Andrew Jones at Michael Page Finance, The Citadel, 190 Corporation Street, Birmingham B4 6QD or e-mail: mpt.birmingham@michaelpage.com Quoting reference 412404. Fax 0121 625 3375.

**Michael Page**

FINANCE

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

**GlaxoWellcome****Financial Analysts**

MIDDLESEX • c£40,000 PACKAGE

Glaxo Wellcome is a leading research-based pharmaceutical company, at the forefront of innovation within the industry. Our company is committed to fighting disease by bringing innovative medicines and services to patients throughout the world.

With worldwide sales of £8 billion, the Group supplies over 150 markets and employs 64,000 people in 26 operating companies. We aim to maintain our position as a premier healthcare company by sustained long-term investment in science and technology and by the employment and continuous development of people of the highest calibre.

Following recent internal moves, we are looking to recruit three Financial Analysts into the Group Management Reporting team, based at our Group Headquarters in Greenford.

Your responsibilities will include:

- Group monthly, budget and forecast analysis and reporting to the Board and senior management.

GLAXO WELLCOME  
DISEASE HAS NO GREATER ENEMY

- Operation of and ongoing improvement to Group management information and consolidation systems.
- Ad-hoc business performance review and analysis.

The successful candidate will be ambitious qualified accountants of graduate calibre with up to three years post qualified experience. You will also have the desire to develop a rewarding career within a dynamic blue-chip environment. In return, we will offer you an attractive remuneration package and unrealised career development.

Interested applicants should forward an up-to-date curriculum vitae, including current remuneration and daytime contact number quoting reference 405688 to Keith Mackenzie at Michael Page Finance, Europa House, Church Street, Old Isleworth, Middlesex TW7 6DA or fax on 0181 847 5703 or e-mail: keith.mackenzie@michaelpage.com

**Commercial Controller**

Middlesex

**Heinz****£50-55,000 + Car + Bonus**

H.J. Heinz is one of the largest and most prestigious FMCG companies in the world. Operating in 200 countries worldwide, their product range extends from Foodservice, Ketchup, Tuna, Infant Feeding, Weight Control to Petfood and turnover for 1997 exceeded US \$9 billion. The European grocery business has undergone a restructuring process that has resulted in the formation of six business units. Consequently a need for a Commercial Controller has arisen within the European Snack Division.

Reporting to the Deputy Managing Director and with overall financial responsibility for a diverse, multinational US\$460 million business, key duties will include:

- Provision of commercial support and financial control to all functions within the new division.
- Operating as finance representative within the European management team.
- Development and review of major divisional KPIs.

**Michael Page**

FINANCE

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

**Financial Controller**  
(Number 1 position)**Watford**

Our client is the world's leading supplier of high performance analytical equipment to blue-chip pharmaceutical companies, industrial organisations and academic institutes.

A \$25 million turnover independent subsidiary of a \$450 million Fortune 500 group, the company has an enviable reputation for providing innovative solutions through sophisticated, high value analytical systems. A need has now arisen to appoint a high profile finance professional who will have a critical impact on the future growth of the business. The successful individual must have an interactive style and be comfortable in a fast changing dynamic environment interfacing with sales, service and finance.

Reporting to the General Manager responsibilities include:

- Full financial and commercial support to the UK business including distribution and customer services.

**Michael Page**

FINANCE

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

**European Credit Manager**  
Emerging Markets**Thames Valley**

Our client is the European division of one of the world's leading hi-tech organisations. Headquartered in the USA, the group sells its products and services in more than 140 countries worldwide.

Fortune 500 listed, the company has achieved unparalleled growth and this is set to continue through 1998 with revenues in excess of \$1.2 billion.

Development within the emerging markets of Europe, Middle East and Africa has created an opportunity for a Credit Manager who has expert knowledge of these territories and the risks associated with credit financing deals in unstable economic markets.

Reporting to the Financial Controller, this newly created position will have the following responsibilities:

- Strong liaison with internal sales teams and external clients to ensure maximum profits with minimum credit risks.

**Michael Page**

FINANCE

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

**Head of Personal Tax**  
London**£ Excellent Package**

Kleinwort Benson Private Bank is a member of the Dresdner Bank Group and offers a diverse range of financial services to private individuals including banking, portfolio management, financial planning and tax advice.

A position as Head of Personal Tax has arisen within the advisory services division. As part of the advisory team, key responsibilities of the role will involve managing the personal tax department and taking responsibility for the development, growth and profitability of that service. Specifically this will involve:

- As part of the advisory team, participating in the strategic development of the business.
- Managing the activities of the personal tax department.
- Developing and growing the personal tax business from the existing client base of the London Private Bank.

**Michael Page**

TAXATION

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

**Commercial Accountant**  
Merseyside**To £35,000 + Car + Bonus**

- Performance Measurement
- Value Analysis
- Cost Reduction Programs
- Business Analysis
- Business Plans and Budgets
- Pricing Decisions

The successful candidate will be a qualified accountant with a highly commercial background. They will need to demonstrate a proven track record in both influencing and maximising business opportunities. The ideal candidate will be confident, an excellent communicator and influencer and adopt a pro-active attitude.

Candidates interested in this challenging yet creative role should send their CV to Martin Harratty at Michael Page Finance, Clarendon House, 81 Mosley Street, Manchester M2 3LQ. Please quote ref 423260. Alternatively, telephone 0161 228 0396 or e-mail: martin.harratty@michaelpage.com

**Michael Page**

FINANCE

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

**visional Finan...****Business S...****Business S...****Business S...****Business S...****Business S...****Business S...****Business S...****Business S...**

**CREDIT  
SUISSE** | FIRST  
BOSTON

## EXCEPTIONAL PERFORMANCE DEMANDS OUTSTANDING TALENT

Corporate Finance/M&A — London — Competitive package inc. bonus

Credit Suisse First Boston is a leading global investment banking firm, providing comprehensive financial advisory, capital raising, sales and trading and financial products for users and suppliers of capital around the world. It operates in over 50 offices across more than 30 countries and six continents and has over 12,000 employees.

Credit Suisse First Boston is one of the world's largest securities firms in terms of financial resources, with approximately \$7.1 billion in revenues in 1997 and \$7.3 billion in equity and \$310 billion in assets as of December 31st 1997.

The Bank's Corporate and Investment Banking Division (CIBD) has consistently been ranked in the top tier of investment houses worldwide over the past decade. In the past year, the Division has advised on nearly 300 transactions worth a total of more than \$275 billion, generating over 60 "Deal of the Year" awards from major financial publications.

This exceptional level of performance demands outstanding talent within the team - we are looking for individuals with the drive and skills to originate and execute structured deals across the UK, Europe and Eastern Europe. Advising clients on a wide range of corporate finance transactions, including M&A,

divestitures and privatisations, the Division's non-hierarchical, no-bureaucratic style encourages entrepreneurial flair and creativity.

Working in an international culture, this high-profile department requires risk-takers who are able to take rapid responsibility and accelerate their career development in a challenging but rewarding environment.

A premier training ground for the Bank's high-fliers, CIBD seeks to recruit individuals covering a range of sectors including media and telecoms, utilities and financial institution, at two levels:

- Corporate Finance or M&A professionals with up to three years' experience in a major bank, keen to join a world-leader and take on greater challenge and responsibility;

- Ambitious, high-potential individuals, either ACAs from public practice or MBAs from a major business school, who need not have any corporate finance experience but who have the confidence and ambition to develop their career in a fast-paced entrepreneurial environment.

The pace and calibre of the Division's work demands a combination of intellectual and analytical ability: all candidates must be able to demonstrate an excellent track record of educational and career achievement combined with superb presentation skills. Knowledge of a second European language would be an advantage.

Credit Suisse First Boston recognises and rewards exceptional talent, offering global career prospects and an excellent salary and benefits package, including a substantial performance-related bonus and a full range of benefits.

Interested applicants should fax or send their CV giving details of current salary package, to our retained consultants, Alderwick Consulting Ltd, 96 Fetter Lane, London EC4A 1EP. Fax (+44) 17 242 3560 quoting ref: 275. For more information, call us on (+44) 171 242 9191 (weekdays) or (+44) 966 547744 (evenings and weekends).

Any CV sent direct to Credit Suisse First Boston will be forwarded to Alderwick Consulting Ltd.

# financial processes re-design

PROJECT LEADERS, PROCESS SPECIALISTS & PROJECT CO-ORDINATORS

UK & across Europe  
Two year project  
based contract  
Excellent packages

Please send your CV  
with current salary  
details to Linda Main,  
KSF Selection,  
252 Regent Street,  
London W1R 6HL,  
quoting the appropriate  
reference. Alternatively send  
by fax on 0171 312 3380  
or by e-mail to  
kfs-london@kornferry.com  
Internet Home Page  
<http://www.kfsselection.com>



ALLIED DOMEQ

## MARKET LEADER, MANUFACTURING, INTERNATIONAL PLC

### Excellent packages

With annual sales well in excess of £500 million and a full Stock Exchange listing, our client is the market leader in its field. With over 25 manufacturing operations in the UK and a number of similar subsidiary operations overseas, the company has experienced rapid growth organically and via acquisition.

The Group is totally committed to continuous quality improvement programmes to benefit its products, customers, employees and shareholders, and is investing heavily in human resources and new technology to assist in these initiatives.

### GROUP FINANCIAL CONTROLLER

#### The Position

- Report to the Group Finance Director, with responsibility for ensuring the company's finance strategy supports its business objectives.
- Act as the pivotal pic finance professional overseeing Group accounts, Stock Exchange reporting, tax, treasury and compliance.
- Play a lead role in any issues of capital structures and acquisition & disposal programmes.
- Develop effective cross-functional working relationships, and contribute to the broader strategy of the Group on an international basis.

#### The Requirements

- Graduate calibre, results-oriented ACA, with a minimum of five years' PQE, some ideally gained in, or advising an international multi-site manufacturing organisation.
- Skilled in managing change both in the structure of the accounting function and in the improvement of existing financial controls and procedures.
- Quality exposure & pic reporting requirements.
- Team player with highly developed interpersonal skills to facilitate effective communication with business partners, customers and colleagues.

Please send your CV with current salary details to:  
David Burton, KSF Selection, 252 Regent Street,  
London W1R 6HL, quoting the appropriate reference.

**KSF SELECTION**  
A DIVISION OF KORN/FERRY INTERNATIONAL

### LONDON

The Group now wishes to appoint two senior finance professionals who will help form an enhanced finance capability to support the Group Finance Director and Group Chief Executive in their small London HQ. Both positions require individuals of outstanding ability, excellent PC and systems experience, and strong commercial backgrounds gained in organisations with a commitment to modern financial management processes.

### HEAD OF FINANCIAL PLANNING

#### The Position

- Reporting to the Group Finance Director, work as part of a small high-profile Group Finance team, interfacing with and influencing the business units.
- Skilled in managing change both in the structure of the accounting function and in the improvement of existing financial controls and procedures.
- Develop performance reporting and analysis systems to provide insightful and meaningful financial analysis to drive business decision making.
- Be the guardian of the Group's system strategy, enhancing the PC and network capability and appreciation thereof.
- As a commercial finance resource, support the Group's continuous quality improvement programme.

#### The Requirements

- Graduate calibre, results-oriented qualified accountant, with at least four years' PQE.
- Exposure to a multi-site manufacturing or engineering business, ideally at both HQ and operating company level.
- Advanced numerical/analytical skills, with the commercial awareness to identify key indicators and translate them into operational reality.
- Advanced PC skills, with the ability to significantly enhance finance systems and processes.

Ref: 05099C/04

## Divisional Finance Director Business Services

c.£55,000 + Car + Benefits

Vital head office role for experienced commercial accountant.

#### THE COMPANY

- ◆ Market-leading provider of industrial services in UK. Turnover £100m. Growing and profitable.
- ◆ Multiple operations. Diverse range of industrial sectors.
- ◆ Fast-growing industry. Committed to ambitious growth. Acquisitive.

#### THE POSITION

- ◆ Provide leadership to the Divisional Board of Directors in the setting and achievement of ambitious profit targets.
- ◆ Provide strong leadership to our client. Ensure quality control. Report to Group Finance Director.

Please send full cv with covering letter, stating salary and relevance for the position, ref SL2000081, to:

NBS, PO Box 544, Slough SL1 2YA

Fax 01753 608081 Email [NBSResponse@nbs-selection.co.uk](mailto:NBSResponse@nbs-selection.co.uk) Tel 01753 608350.

Responses will be forwarded directly to our client. Please indicate any companies to which you do not wish your details to be given.

Aberdeen • Birmingham • Bristol • Cardiff • City • Edinburgh • Glasgow

Leeds • London • Manchester • Newcastle • Nottingham • Sheffield • Belfast • Paris

**NBS**

Financial Management

ISO 9002 Registered

## Director of Audit

£40,000 - £45,000 + Bonus + Relocation + Share Option

Telewes Communications plc has recently announced a merger of businesses with General Cable. The new group, as the largest UK provider of cable telephony, television and other media services, is a major contributor to the current sector growth. Internal audit is recognised group-wide as strategically orientated and value adding.

#### THE POSITION

- Manage business focused Internal Audit function. Provide commercial and financial evaluation of operational performance. Report to Group Finance Director and Group Audit Committee.
- Evaluate and contribute to existing systems, controls and operating efficiency. Contribute to robust financial and corporate governance standards.
- Lead growth in internal audit function to provide comprehensive service to newly expanded business. Provide support to post acquisition incorporation.

#### THE INDIVIDUAL

- Graduate qualified accountant. Experienced auditor with record of managing customer focused audit team to deliver business improvement and tight financial control.
- Experience in blue chip, high volume customer orientated environment. Proven change manager who thrives in dynamic environment.
- Proactive, analytical with strategic vision and commercial orientation. Excellent communication, presentation and influencing skills.
- Highly ambitious. Capable of assuming a senior line role business-wide.

NOW THAT'S PROGRESS

**TELEWEST**  
COMMUNICATIONS

Dresdner Kleinwort Benson is a leading European investment bank with worldclass expertise, worldwide.

## Audit Opportunities

£ Excellent

City of London

Our London-based Internal Audit team is an integral part of the global audit function, working in partnership with the business units to enhance their business practices and to monitor and control risks. The continuous expansion of our investment banking activities has increased the demand for audit services and we are now looking for high calibre professionals to fill the newly created roles. If you are pro-active and a highly motivated team player, continuously looking forward to the next challenge, possess excellent analytical, communication and relationship-building skills and are comfortable working in a consultancy capacity, please read further.

**IT Audit Team - Manager**

Working alongside the head of the team you will be responsible for planning and conducting reviews of advanced technologies and business applications as well as providing pre-implementation consultancy to key projects.

The ideal candidate will possess:

- a degree level education, most probably in a numerate discipline.
- significant experience of information technology in an investment banking or related industry, most likely in an audit or controls consultancy role.
- extensive experience of existing and emerging technologies such as electronic banking and object-oriented development practices. (Ref MW0501)

We know our expectations are high, but for the right individuals we can provide an attractive remuneration package, commensurate with skills and experience, international assignments, a pleasant working atmosphere in a highly motivated team and significant career development opportunities.

Please contact our advising consultant, Mark Wheatley at Parkwell Management Consultants, 8 Wilton Street, London SW1E 8PL quoting the relevant reference.

Alternatively telephone him on 0171 - 630 8000 (daytime) or 0171 - 536 9668 (evening). Email: parkwell@compuserve.com

All applications will be treated with strictest confidence and all CVs submitted to Dresdner Kleinwort Benson will be forwarded to Parkwell for consideration.

**Banking Audit Team - Manager**

The team focuses on global finance, private banking and asset management. Whilst the regular audit programme is maintained, increasing resources are required to support the development of new products and services.

As a Manager, you will work alongside the head of the team, assist in audit planning, lead/participate in audits, establish and maintain meaningful contacts with the business heads and provide consultative support on an ongoing basis. (Ref MW0502)

As an Auditor, you will provide active support to the audit and consultative activity, working with a team of experienced colleagues. (Ref MW0503)

For either post you will need to be a qualified accountant or a banker with significant experience in credit analysis and auditing.

**Banking Audit Team - Auditor**

Dresdner Kleinwort Benson

## Area Finance Manager

Rüsselsheim, Frankfurt

GE is one of the highest market value industrial companies in the world. Operating in 12 key businesses as diverse as manufacturing, media and financial services, GE has an AAA rating and 1997 revenues of \$30 billion.

GE Plastics has a significant presence in Europe, with several different component operations. The Resin business is now seeking to recruit a dynamic Area Finance Manager to support the sizeable commercial activity within Germany and to strengthen its finance team.

Reporting to the German Commercial Director your main responsibilities will include:

- Support and counsel the German Region European Commercial Organisation to ensure strong financial controls and business objectives are achieved.
- Liaison with European Service Centre on Credit and Collection Performance and Accounting Activity.
- Base cost and headcount budgeting, forecasting and control.
- Control and review of contracts, customer productivity and marketing programs.
- Managing an Analyst aligned with the Headquarters and Beuelhus European Commercial Organisations.
- Monitor plant and equipment expenditure.
- Strategic business projects.

Package To Attract The Best

It is envisaged that the successful candidate will be a university graduate (accounting/economics) with at least six years experience, gained working in a similar financial position for a commercially oriented international company and/or the Big Five. Candidates will be high achievers, with the ability to implement change whilst remaining committed to customer service and meeting tight deadlines. Excellent analytical and communicational skills are essential, together with project leadership and entrepreneurial qualities. Good written and spoken German and English are required. International career development opportunities are excellent within this global business.

If you are interested in this opportunity, please contact Drs. Ludo G.M.M. Houben on +49 (0) 69 7078 7076, or alternatively send your Curriculum Vitae to the following address: Robert Walters Associates, Hamburger Allee 2-10, 60486 Frankfurt am Main. Fax: +49 (0) 69 7078 7075. Email: ludo.houben@robertwalters.com

You may also apply via <http://rapa.com>/Robert\_Walters quoting reference RW100.

All applications will be treated in the strictest confidence.



GE

An equal opportunity employer

\*Trademark of General Electric Company, U.S.A., which is not connected with the English company of a similar name.

## GROUP MANAGEMENT ACCOUNTANT Fund Management

Up to £50,000 + Benefits + Bonus + Car

City

**THE COMPANY**

- A leading investment and asset management company with a truly global presence.
- Diverse client base to include institutional and private client investors.
- A dynamic and innovative culture reflects their strong year on year fund performance with profit across all their businesses.

**THE ROLE**

- A key liaison appointment with contacts across the company globally at senior and board level.
- Introducing, improving and maintaining leading edge technology to enhance the information flows.
- Managing a team to produce and develop group management and financial reporting.

WITAN

JARDINE  
EXECUTIVE**YOUR PROFILE**

- Qualified accountant preferably from a financial services background.
- Excellent presentation and communication skills a prerequisite in view of liaison with senior management.
- Ability to work and manage multiple projects without close supervision.
- Highly numerate and proficient in Excel, Windows and ideally good Access skills.

**TO APPLY**

Please apply in complete confidence quoting Ref: FTE1  
Matthew Wright, Witan Jardine Executive,  
125 High Holborn,  
London WC1V 6QA  
Telephone: 0171 404 2255  
Fax: 0171 404 2751  
Evening Telephone: 0467 774368



## BUSINESS ANALYST US Investment Bank

Up to £40,000 + Excellent Package

City

**THE COMPANY**

- A top-tier US Investment bank with an exceptional image in the market place.
- Business areas include: finance and advisory, market making, asset management, equity and fixed income sales and trading.
- Following an exceptional years performance in 1996/7 they are experiencing growth in many areas.

**THE ROLE**

- Working closely with the front office.
- Responsible for the production of management and financial information for an equities team of over 200 people.
- Full responsibility for the budgeting process.
- Product attribution analysis and revenue reporting.

WITAN

JARDINE  
EXECUTIVE**YOUR PROFILE**

- Newly qualified accountant with financial services experience or a desire to move into the investment banking sector.
- Solid academic background, with an ambitious, proactive and dynamic approach.
- Excellent interpersonal skills are a prerequisite.

**TO APPLY**

Please apply in complete confidence quoting Ref: FTE1  
Witan Jardine City,  
125 High Holborn,  
London WC1V 6QA  
Telephone: 0171 404 2255  
Fax: 0171 404 2751  
Evening Telephone: 0588 721942



## Global Software Corporation European Professionals

c.\$80,000  
+ EXCELLENT BENEFITS PACKAGE  
BASED HOLLAND

This world-wide US quoted software business has already established itself as a global player in the provision of enterprise resource planning software applications. It has embarked on an exciting and challenging strategy to further enhance its position which has led to the need to recruit 2 high calibre finance professionals who will play an instrumental part in executing this process.

HW

BIRMINGHAM • CAPE TOWN • COLOGNE • LISBON • LONDON • MADRID

PARIS • PHILADELPHIA • SÃO PAULO • WARSAW

**European Accounting Manager**

You will be responsible for redefining the development and implementation of a complete financial and management reporting infrastructure designed to both control and drive the European business. The position will put into place clear procedures and systems that will fully integrate finance as a proactive management tool across all functions of the business. You must be able to demonstrate a successful track record gained from within a pan-European business characterised by high growth in a fiercely competitive market place. Attributes will be strong inter-personal skills coupled to an ability to work to tight and demanding deadlines in a strong sales and marketing culture.

**European Contracts Manager**

The ability to develop and retain clients is a key characteristic of this organisation. Equal importance is also given to the financial viability and longer term profitability of client relationships and the contractual terms that dictate revenue generation allied to adhering to the highest service/product delivery levels. This newly created role will measure the ways in which potential business is won and evaluated in revenue terms as well as the ongoing profitability of client contractual terms. Candidates will already have experience of contractual issues and be familiar with developing analytical tools designed to highlight client profitability in a service driven environment. You must also be able to demonstrate a working knowledge and understanding of a service driven business utilising state-of-the-art technology in a pan-European business arena.

Interested candidates should write promptly to Charles Austin or Mark Rowley, at Herst Austin Rowley, 30 St. George Street, London W1B 9FA, quoting reference HAR0204.

Fax: +44 171 409 7872.

Tel: +44 171 629 1223.

E-mail: charles@herst.co.uk

Internet: [www.herst.co.uk](http://www.herst.co.uk)

HERST AUSTIN  
ROWLEY



INAC

INTERNATIONAL ALUMINIUM CONSULTANTS

A MEMBER OF THE HW GROUP

## Bristol-Myers Squibb Company Head of European Audit

West  
Londonc. £65,000 + FE Car  
+ Bonus + Bens

- Maintaining the group's strong business relationships with financial and operational management.
- Managing awareness and support for comprehensive internal controls that support the Company's priorities; growth, productivity and a dynamic operating culture.
- Proactive leadership in the implementation of a global business risk-based, internal control review process.
- Participation in the formulation of the worldwide audit plan, with overall responsibility for the European marketplace.

This first class opportunity will appeal to a qualified ACA, or equivalent, with c.12 years PQE and an outstanding record of achievement to date, either within a 'Big 6' public practice firm or a commercial environment. The ability to liaise at the most senior levels of management is an absolute prerequisite, as is the desire to develop a career in a challenging and changing environment. A high degree of IT literacy is required, together with outstanding communications skills, demonstrated leadership capabilities and English fluency. Career progression is clearly demonstrated and is considered outstanding in what is a highly meritocratic and fast-moving environment.

The benefits include an attractive basic salary together with a fully expensed car, generous bonus and normal large company benefits.

Interested applicants should write, in the strictest confidence, to David Craig or Justin Danner at Walker Hamill Executive Selection, forwarding a brief résumé quoting reference DC4504.

SH  
FINANCE  
PC AND NM  
Hertfordshire

POSITION  
NATIONWIDE

Q

## INVESTMENT BANKING - AMSTERDAM

### QUALIFIED ACCOUNTANTS

We are representing one of the largest banks in Europe and one of the top 20 banks world-wide. Our client has an enviable reputation, a commanding international presence and an extensive product range.

The Amsterdam based central finance team, for the investment banking activities, is responsible for the provision of detailed management information and financial analysis to the senior management.

Their continued development and increasing business demands have led to a need to recruit additional professional staff for this central finance function.

Newly created opportunities now exist for the following:

- MANAGEMENT ACCOUNTANT(S)
- FINANCIAL ANALYST(S)
- TAX SPECIALIST
- PRODUCT ACCOUNTANT(S)

The range of responsibilities is wide and the breadth of products covered includes a range of equity, fixed income, corporate finance, treasury and derivative products managed on a global basis.

Please send your CV to Andrew Fisher at Parkwell Management Consultants Ltd., 8 Wilfred Street, Westminster, London SW1E 6PL  
Fax: 0171 233 5205 Email: parkwell@compuserve.com or call for more information on 0171 630 8000

### £40 - 50,000 + ACCOMODATION + RELOCATION

All roles require extensive personal liaison across the business lines, as well as within internal units. You will therefore require confidence and strong powers of communication.

The requirement is for ambitious qualified ACA, CIMA or ACCA candidates with strong PC skills.

Financial services experience is useful but not essential, as the emphasis is on attracting team players with strong interpersonal skills and the ability to work well in an international environment.

Newly / recently qualified accountants are required for the management and product accounting roles. The tax specialist and financial analysts positions both require candidates with some specific experience in these disciplines.

These are exceptional international opportunities and they offer excellent potential for career advancement both within the team and wider organisation.

Successful performance could lead to positions in the banks extensive network in Australia, Asia, The Americas and throughout Europe.

### Financial Controller

Bromley c £37500 + Car + Benefits

Triage PLC was established in 1994 to specialise in telecoms recruitment, and has experienced exceptional growth. Our success has brought about the need to recruit a dedicated and ambitious finance professional to join the management team.

You will be responsible for: full reporting, financial controls and systems development; input to strategic and planning processes; innovative financial analysis; development of incentive reward and measuring systems; adding value through financial acumen and commercial awareness.

You will be a graduate qualified accountant, probably ACA or ACCA. Aged 30 plus, you will be able to demonstrate a successful track record in a high growth environment with at least 5 years commercial experience.

Please send a letter of application together with your CV to:

Mr N Barnes  
General Manager, Triage PLC  
Bank of America House  
26 Elmfield Road  
Bromley BR1 1LR  
Closing date 27/5/98

### Appointments Advertising

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday.

For information on advertising,  
in this section please call  
Kate Leyton on 0171 873 3694

Financial Times

### International Finance Opportunities

#### Leading Ports Operator

Remuneration Packages between US\$ 130,000 - 200,000 according to location

### Senior Finance Managers

We represent a leading independent ports operator, with interests in Asia, Europe and the Americas. The company, which forms part of a larger Group with global interests in a number of major business sectors, is undergoing a period of significant investment and expansion. Accordingly, several key finance roles are available, most immediately in Central America and the Caribbean, and potentially in the Far East, Europe and Latin America.

Successful applicants will be responsible for all aspects of the finance function, reporting to the Finance Director in the UK. The roles are comprehensive and embrace all aspects of financial and operational management. Accordingly the ability to manage and motivate staff whilst implementing fiscal policy in a diplomatic and controlled manner, is essential.

Applications are encouraged from finance professionals in their late-twenties and above with the following attributes:

- An accounting accreditation ie: ACA, ACCA or CIMA.
- Minimum three years experience of finance management and control, preferably gained within a multinational company.
- Previous experience overseas seen as an advantage.
- Language skills are advantageous.

The positions demand a pragmatic, proactive, hands on approach and will suit professionals with proven business acumen. Successful applicants will be seeking a truly international career where mobility is seen as a strong personal attribute. The company offers exceptional global career prospects and comprehensive remuneration packages.

**astbury marsden**  
SEARCH AND SELECTION

### International Banking Group PROGRAMME MANAGER

TO LEAD CRITICAL & STRATEGIC PROGRAMME OF CHANGE

C. £6 FIGURES - LONDON

Our client is a major force in international corporate, investment and retail banking. As the business community faces competitive challenges in the current dynamic marketplace, its corporate banking division plays a key part in building the wealth and prosperity of the corporate sector.

The management team of this significant division needs the skills of an exceptional full-time Programme Manager to focus on continuing the delivery and co-ordination of a high-profile and major transformation initiative.

**THE POSITION**

- Report to and advise the Head of The Programme. Deliver the streams of a massive transformation programme including co-ordination of elements across marketing, operations, sales and IT.
- Focal role operating across banking division and the Group. Provide strategic input and advice to senior colleagues.

SAINTY, HIRD & PARTNERS



Please send a full cv and current salary details.  
Telephone: 0171 931 2963/7 to Helen Johnson,  
SHP Associates, Aldwych House,  
18-15 Queen Street, London EC4N 1TX.  
Tel: 0171 815 8888, Fax: 0171 815 8888.  
E-mail: shpa@shpa.co.uk

### FINANCE DIRECTOR

PC and Network Products

#### Hertfordshire

This \$2 billion turnover US based organization is a market leader in direct marketing of PC and network products. With operations in eight countries and 3,500 staff, they have grown rapidly during their 10 year history through a combination of focused market development and strategic acquisitions. A sound understanding of the need for different business models in different regions of the world has produced a culture which promotes a high degree of autonomy at country levels. With this in mind, there is currently a requirement for a strongly commercially minded Finance Director to help drive the future development of the UK operating company.

#### THE POSITION

- Provide the financial leadership for the company including planning, analysis, forecasts and controls.
- Management and development of a finance team of around 56 people in the company's two UK locations.
- Make a significant contribution to the overall commercial management of the company with direct involvement in negotiations with vendors and clients.

#### QUALIFICATIONS

- Experience gained at board level in a high volume business environment, preferably in the technology sector.
- A qualified accountant, probably aged to your 30's, you will have high energy levels and the strength of personality to influence the direction of a dynamic organization.
- You will be a commercially astute individual with the ambition to succeed in a demanding industry.

Interested candidates should write enclosing full career details, current salary and where possible a daytime telephone number to John Anderson, Technology Division, Questor International, 3 Burlington Gardens, London W1X 1LE. Fax: 0171 287 5457. Email: john@questorint.com. Please quote reference number 2435.

**QI**  
QUESTOR INTERNATIONAL

#### c £85,000 Package

### Targeting

### Financial Professionals

Dolphin Telecommunications Limited, part of the highly successful Telesystem/TIW Group of Canada, are rolling out the UK's first ever digital TETRA Mobile Network. TIW's current stock market capitalisation is approximately US\$1.5 billion. Dolphin is the largest provider of SMR services to the mobile workforce market in Europe, with existing operations in the United Kingdom, France, Germany and Spain. Dolphin is targeting the professional mobile communications market using TETRA technology. Based at their European headquarters in Basingstoke, United Kingdom, Dolphin seek to appoint the following key personnel to play an integral part in assisting the Group's continued international expansion.

#### Group Financial Controller

(Ref: DTL01)

Reporting to the Finance Director. Key responsibilities include:-

- Control and consolidation of group accounting and reporting activities.
- Budgetary co-ordination and assistance to operating entities.
- Significant involvement in financings, together with ongoing involvement in mergers, acquisitions and international taxation issues.

#### Group Treasurer

(Ref: DTL03)

Reporting to the Finance Director. Key responsibilities will include:-

- Identifying and implementing funding sources, including equity, high yield and bank and vendor debt.
- Ensure all surplus funds are invested to optimum return, and to manage and mitigate currency and interest risk.
- Manage Investor relations activities and banking relationships.

#### Group Taxation Manager

(Ref: DTL04)

Reporting to the Group Financial Controller you will be responsible for the following:-

- Consolidation of Group Accounts to meet financial and budgetary control criteria.
- International reporting of accounts to European (IAS), Canadian and US Reporting Standards.
- Support financial reporting and systems of operating entities.

#### Group Financial Accountant

(Ref: DTL04)

Reporting to the Group Financial Controller you will be responsible for the following:-

- International reporting of accounts to European (IAS), Canadian and US Reporting Standards.
- Support financial reporting and systems of operating entities.

### Group Chief Accountant



United Biscuits (Holdings) plc

West London - Excellent package plus bonus and executive benefits

■ United Biscuits is a dynamic international food group with leading positions in UK biscuits, snacks and frozen and chilled foods. Following a major refocusing exercise this year the company has organised into two divisions - an integrated international biscuits business, known as McVitie's Group with sales approaching £1 billion and the UK snack and frozen and chilled foods operations, known as UK Foods with sales of c. £700 million. Following an internal promotion there is a requirement for a new Group Chief Accountant.

■ Reporting to the Group Finance Director, you will be responsible for the day to day management of the group finance department to ensure the quality and integrity of all consolidated financial information of the UB group including interim and annual reports to shareholders, internal management reports, budgets and forecasts.

■ This role will suit ambitious motivated individuals who thrive in challenging environments and who will view it as part of an exciting career move. A graduate qualified

accountant, you should have demonstrable experience in motivating and managing finance teams. Candidates are likely to be senior audit managers with experience of multinational groups. An enthusiastic positive management style combined with the intellectual agility to work with senior group executives are essential prerequisites for this key position.

To be considered for this role, please send your curriculum vitae with current salary details and an explanation of how your experience meets the above requirements to Gemma Jenkins or Tim Hastings, Ernst & Young Executive Search & Selection, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 1NH, quoting reference GJ242. Tel 0171 931 2967. Fax 0171 931 1022 or e-mail: gjenkins@cc.ernst.co.uk

**ERNST & YOUNG**  
The United Kingdom firm of Ernst & Young is a member of Ernst & Young International

### FINANCE DIRECTOR

Leading International Actuaries and Consultants

#### Epsom



BACON & WOODROW  
INTERNATIONALLY WOODROW MILLENUM

Our client is a leading actuarial consultancy partnership offering a comprehensive range of services and advice across a broad spectrum of financial sectors. The partnership is one of the largest independent firms of their kind in Europe with a global network of offices and their loyal client base includes an impressive array of prestigious organisations. The practice is currently undergoing a significant, all embracing change management programme, focusing on business development as well as strategic and profitable growth. This initiative will comfortably place the firm as one of the major forces in its market, well into the next Millennium.

#### THE POSITION

- Reporting to the Managing Partner, undertake full executive participation, working with the Management Board to define, develop and drive the firm's growth and change agenda.
- Lead, manage and motivate the finance function, ensuring the structure, resources and operating practices effectively support the firm. Develop team members for future career progression.
- Ensure the production and reporting of timely, accurate and effective financial and management information which meets the current and future needs of the business.
- Develop the finance function to proactively add value to the partnership through the analysis and interpretation of results, trends and financial indicators.

#### QUALIFICATIONS

- Qualified Accountant, probably in your 30's-40's, with experience of running a finance department that is committed to implementing best practice procedures and adding value.
- Post qualification experience gained in leading financial or professional services firms that are ideally partnership environments.
- Intellectually bright with the gravitas and maturity to influence and contribute at a senior level. Team building approach and participative management style.
- Excellent influencing and communication skills, the ability to build effective relationships across the business and a strong determination to deliver.

This is an outstanding opportunity to join a prestigious partnership at an important stage in their development. Interested candidates should write enclosing full career details, current salary and where possible a daytime telephone number to Sharon Glenaway or Julie Gilprie, Consumer Division, Questor International, 3 Burlington Gardens, London W1X 1LE. Telephone 0171 287 6300 Fax 0171 287 5457. E-mail: gill@questorint.com

**QI**  
QUESTOR INTERNATIONAL

#### Six Figure Package

## GROUP TREASURER

QUOTED PLC

c.£70,000 + excellent benefits

East Midlands

The Company is a £700m. turnover plc. Young, cash generative and acquisitive, it is focused on a core, fast moving, consumer market.

The Position is a hands-on role, reporting to the Group Finance Director, in a lean head office team. Responsible for all aspects of Treasury management, the most critical issues are complex economic currency exposure, funding and cash management.

You will need to be MCT qualified or equivalent and have several years senior treasury experience from a large, diversified group. Extensive exposure to funding and sophisticated currency management is essential, as are the maturity and credibility to operate at the highest level both within and outside the company.

Please write in confidence, with CV and remuneration details, to Criterion Search, 50 Regent Street, London W1R 6LP, quoting ref: 3012. Tel: 0171 470 7108. Fax: 0171 470 7171.

**CRITERION  
SEARCH**  
PART OF THE CURZON PARTNERSHIP



Do you have experience in Retailing & Manufacturing?  
Would you enjoy a high profile environment which values innovation and creativity?

### FINANCIAL DIRECTOR - RETAIL

Somerset

£Negotiable + Bonus/car

Over 27 years. The Mulberry Brand has grown in a culture combining craftsmanship, technology and entrepreneurship. Could you further develop our growth?

Today, Mulberry, which is listed on the Alternative Investment Market, designs and manufactures a portfolio of accessories, ready to wear clothing and interior design products which are sold in 32 countries worldwide.

This is a unique opportunity to be responsible for the financial strategies, implementation and reporting of systems for our 55 Retail and Franchise shops around the world.

You are likely to be a chartered accountant with at least five years' experience in a senior role who thrives under pressure and enjoys diversity. You must also be able to demonstrate success in the installation, development and management of retail distribution systems.

This is a chance to make a real contribution to our future and carries the benefits associated with a company listed as one of the UK's "Top 100 Employers".

If you have the skills we need and wish to make a real contribution to our future, then please send your CV and details of your present salary to Alison Barlow, People Department, Mulberry Co. (Design) Limited, Kilver Court, Shepton Mallet, Somerset BA4 5NF. Closing date for applications: 11th June 1998.

INVESTOR IN PEOPLE

## FINANCE DIRECTOR

Northern  
Home  
Counties

£50,000

Our client has a long established business as a supplier of product and service solutions to both food retailers and the food industry in the UK.

The group has successfully expanded sales and profits over recent years for the last decade, with product innovation, creative marketing and partnership with customers and suppliers driving organic growth.

This is a strong independent company, based in the northern home counties, with some 300 employees and sales of £21M.

The company has recently secured a new investor to support its exciting business development plan. The current finance director is to retire in the near future after 15 very successful years, and the appointment of a new Finance Director is one of a number of steps being taken by the chief executive to develop a strong board and senior management team for the future.

The Finance Director will report directly to the chief executive and will work closely with the other members of the senior management team. You will have day-to-day responsibility for all Corporate Services functions, including but not limited to control and management of the Finance, IT and Human Resources departments.

You will be required to develop internal control procedures to effectively manage the assets of the business and control the working capital needs of the group. You will be responsible for providing support and information through monthly management accounts in addition to

the statutory accounting requirements. You will develop positive working relations with management in the commercial divisions to support their efforts to achieve the group's short and long term targets.

The future looks good for this company and it is now seeking external targets to acquire of the same size as it drives its ambitious organic growth activities. You will be a senior qualified accountant who can demonstrate strong all round experience from within customer-sensitive businesses both small and large. You will be looking to forge strong long term relationships with the board team and to put in place effective and motivated people in key positions in your own functional teams. You should be a team player who is prepared to lead, and able to communicate effectively at all levels in the business.

Interested candidates should contact Paul Keay, Head of Finance at HARRISON WILLIS on 01727 840460 or 0173 226789 respectively or forward their CV to Harrison Willis, 47 London Road, St Albans, Herts AL1 1LU. Fax: 01727 840662. E-mail: richard.luker@hwgroup.com Internet: www.hwgroup.com

**HARRISON  
WILLIS**  
FINANCIAL SERVICES

**HW**

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MANCHESTER • MIDDLESEX • NOTTINGHAM • READING • ST ALBANS

INVESTOR IN PEOPLE

## BUSINESS DEVELOPMENT

Central London

£Negotiable +  
Excellent Benefits

The Company  
Enviable growth has led our client to become one of the world's largest upstream companies focusing on exploration, development, production and sales of oil & gas. In recent years, significant international expansion has taken place, resulting in a gas-rich portfolio. The company are now attempting to secure additional markets for this gas and are presently developing and evaluating investment opportunities in down stream gas.

The Role  
Reporting to the General Manager, you will be a key member of the team, playing a major strategic role in the expansion of their markets and development of a rapidly changing organisation. Within this challenging and rewarding role you will be responsible for:

- Establishing and developing sound investment proposals in the UK and Continental Europe
- Performing economic modelling and financial analysis in respect of potential projects
- Establishing optimal financing of projects
- Participating in meetings with banks and negotiating with third parties

The Appointee  
The culture that pervades throughout this company attracts only the highest achievers. Those who succeed through innovation, flair and business initiative are rewarded accordingly. You will be:

- A graduate with an accounting or business qualification and up to 5 years ppe
- Possess strong financial and analytical skills and be familiar with DCF techniques
- Be innovative, creative and commercially astute
- Be team orientated and preferably have a knowledge of the energy sector
- Have effective communication skills which will be vital to develop relationships throughout the business
- You will also need to demonstrate a solutions driven approach

Your ambitions will take your career to the next step within the company.  
To apply please write enclosing your CV and current salary details to Hays Accountancy Personnel, Senior Finance Division, 74 Great Castle Street, London, W1V 7AD. Tel: 0171 436 9984. Fax: 0171 436 8385.

**Hays**

**Hays Accountancy Personnel**

## INTERNATIONAL CAREER OPPORTUNITIES FAST TRACK COMMERCIAL ROLES

Excellent Packages

Near Frankfurt  
Our client is part of one of the world's leading process automation companies with revenues of over \$1.5 bn and 11,500 employees operating in more than 30 countries. Two challenging international career opportunities now exist in this exciting group.

Commercially based, the audit roles at manager and senior level will focus on financial and operational reviews and assistance with group initiatives. They will have specific European responsibility as part of a small worldwide team which reports directly to the Managing Director and CEO of the whole group. Successful performance in these key roles will result in a rapid career progression.

For the manager position, a background in a major public accounting firm and/or internal audit or consultancy is essential with a minimum of 4/5 years

experience. Preference will be given to candidates who have demonstrated the ability to bring benefits to their business and with some experience of reviewing technology/procurement/consulting operations. A similar but less experienced background is needed for the Senior position. Both positions require candidates with strong initiative and communicative skills to influence change while maintaining excellent relationships with senior management.

Candidates will possess a university/professional qualification and be reasonably fluent in German and English. Some business travel in Europe will be required.

A competitive package will be offered with relocation assistance if necessary. Please forward a CV in English, stating salary expectations to McIntock International at the following address.

**MINTOCK**

REC'D. HOUSE, KNEW ROAD,  
READING, BERKSHIRE RG2 2NA  
TEL: 0118 261 940 4900. FAX: 0118 261 6524.

## OUTSTANDING COMMERCIAL OPPORTUNITY SPECIALIST BUSINESS SERVICES GROUP

London

c.£70,000 Package

Our client is the market leader in the provision of professional services to the IT sector both in the UK and overseas. Established in 1992 they have experienced phenomenal growth. They employ over 100 staff and have offices in 6 UK locations as well as correspondence offices throughout Europe. Now poised for even greater expansion they are positioned to double in size over the next twelve months.

Essential to this growth is the recruitment of a talented, ambitious professional who will play a significant role in propelling this highly successful business forward.

Reporting directly to the Group Managing Director the principle tasks of this high profile appointment will include:

- Full profit and loss responsibility for the group's largest division - The UK Professional Services Division;
- Contribution to the development of company strategy and direction;
- Improvement and development of systems and procedures to ensure that outstanding client service is maintained;
- Key involvement in the motivation, training and development of 50 staff,

budgeted to double within the next financial year.

This is a truly outstanding opportunity for a practice trained, qualified accountant. The ideal person will also have 4-5 years' commercial experience in a service related, customer focused environment.

Demonstrating first class communication and leadership skills, the successful candidate will have a natural enthusiasm for dynamic growth.

In all respects this will be a visible and influential position offered only to an individual who can demonstrate the potential of becoming a main board director.

Applications should be submitted to either David Goldstone or John Ross of Harrison Willis, Cardinal House, 39-40 Allardice Street, London W1X 4ND. Tel: 0171 629 4463. Fax: 0171 344 0361. E-mail: john.ross@hwgroup.com Internet: www.hwgroup.com

**HARRISON  
WILLIS**  
FINANCIAL SERVICES

**HW**

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MANCHESTER • MIDDLESEX • NOTTINGHAM • READING • ST ALBANS

INVESTOR IN PEOPLE

### The Company

Costcutter Supermarkets is a £180 million turnover retail distribution group with over 750 franchises across the country. This dynamic company, the only national independent retailer organisation in the UK and Eire, was established just over 10 years ago and has sustained growth averaging over 15% year-on-year since inception. This exciting phase of growth is set to continue through further investment fully utilising the in-depth market knowledge and technical expertise of this nationwide organisation.

Based in modern purpose built premises just outside York, Costcutter has developed a unique approach with a strong awareness of the retailer and consumers' needs and a quality of service which engenders great loyalty from their customers.

With this rapid expansion predicted to continue Costcutter is now seeking to strengthen its senior management team with this appointment.

### The Role

As Director overseeing both the finance and the information systems departments, the successful applicant will be responsible for strategic review, business development and will have significant involvement in determining the commercial direction of the business. Working closely with the Managing Director you will be required to liaise closely with senior managers, both internally and externally, identifying new business opportunities and developing current areas of operation.

This influential role will also be expected to have a major impact upon business systems, assuming full responsibility for the internal information technology across the group. An exciting role where flair and initiative will be well rewarded.

### The Appointee

A qualified Senior Finance Manager, you will have significant experience at controller or director level. You will have a pro-active approach with the ability to interface effectively with personnel at all levels and be able to make an immediate impact within the management team.

The successful applicant will also be able to demonstrate strong business acumen and the ability to identify and develop business systems. Managing a sizeable team, this role will require a confident and skilled man-manager with strategic vision.

An excellent opportunity for a commercial finance professional to develop a long term relationship within a successful, market leading organisation.

To apply please write enclosing your CV and current salary details to Hays Accountancy Personnel, Sovereign House, South Parade, Leeds, LS1 5QL. Tel: 0113 243 8384. Fax: 0113 242 3198. All direct applications will be forwarded to Hays Accountancy Personnel.

**Hays Accountancy Personnel**

**KPMG**

## Financial Controller

Northampton

£245,000 + Bonus + Car

significant commercial input as a key member of the senior management team.

Candidates should be qualified accountants who possess significant commercial experience, preferably gained within a customer focused, manufacturing/distribution environment. In addition to excellent interpersonal and management skills, applicants will also require the vision and business acumen necessary to perform a key managerial role in this ambitious, dynamic and rapidly expanding organisation. This post offers excellent opportunities for future advancement to either UK Board level and/or an international role.

Applicants should write, enclosing full career and salary details, quoting reference B/692/98, to Steve Bastable, KPMG Selection and Search, 2 Cornwall Street, Birmingham B3 2DL. Tel: 0121 232 3609. E-mail: steve.bastable@kpmg.co.uk

**KPMG Selection & Search**

APPLIED FOR

## MAKE A DIFFERENCE

Yorkshire Water is one of the region's major companies with a turnover in excess of £500m and is currently undergoing a major transformational change.



The level and pace of this change is fundamental to the company achieving its goal of unequalled customer satisfaction while remaining commercially competitive.

A high profile business facing ever increasing conflicting challenge and emerging competition it provides a dynamic working environment where the focus is on delivery without compromising quality.

Harnessing leading edge technologies with commercial drive is essential if the company is to succeed in the 21st century.

### COMMERCIAL FINANCE MANAGER

£45,000 + Car + Benefits

As the financial expert within the management team, you will contribute at the highest level of business decision making. Your responsibilities will cover performance monitoring and the provision of advice on corrective action where inefficiencies are exposed.

Specifically you will • Undertake project appraisal ensuring economically sound decisions are made • Build a forecasting model for the operation in order that demand levels are anticipated • Establish a basis of costing by developing an understanding of key drivers • Co-ordinate the business planning process throughout

Furthermore, you will promote an improved financial and commercial awareness at all levels within the organisation.

### BUSINESS PLANNING ANALYST

£35,000 + Car + Benefits

With responsibility for the Business Plan, you will play an important role in delivering commercial change through the effective planning and leadership of improvement projects.

Specifically you will • Develop a "balanced score card" for the business along with a basis for monitoring this • Set up a budgeting procedure and a method of prioritising between competing needs • Monitor the progress of change against planned targets • Lead initiatives to eradicate inefficiencies and ensure best practices

Our client is looking for high calibre professionals who thrive on challenge and can deliver in the face of demanding pressures. To be successful you will be a graduate and a qualified accountant with a solid track record of success in an FMCG/Retail environment, having a minimum of 3 years Post Qualification experience and a proven ability to deliver results. Applicants will probably be aged in their late 20s to mid 30s possessing drive, ambition and enthusiasm coupled with a desire to make a difference.

If you believe you possess the attributes required by these highly demanding roles, send your C.V. with salary details, to Phil Jones MBA at the address below. These vacancies are being handled exclusively by Northern Recruitment Group.

NORTHERN RECRUITMENT GROUP PLC



Abbots House, 18 Park Road, Leeds LS1 5PA. Tel: 0113 244 1324. Email: recruitment@nrg.ltd.uk

## Royal National Lifeboat Institution

# HEAD OF FINANCE

Salary circa £50,000

The Royal National Lifeboat Institution has a proud and honourable tradition of bravery and effectiveness in fulfilling its mission of saving lives at sea. It employs some 800 staff who support the volunteers who comprise 4,500 dedicated lifeboat crew members, 1,000 shore helpers, the officials who run the 222 lifeboat stations and the many thousands of fundraisers. Last year it cost the Institution £70m to run its modern lifeboat service.

The money raised through the efforts of its volunteer fundraisers enables the RNLI to fund all its various activities. These include the boats and equipment, maintenance, training and the design and development of new lifeboats. The RNLI does not receive Government funding.

The Head of Finance is a key appointment and is responsible for all aspects of financial management, reporting, budgeting and forecasting for the RNLI, a charity with 2000 branches and subsidiaries, including a sales company. Reporting to the Director, the Head of Finance is a member of the Senior Management Team and is expected to make a significant contribution to the corporate planning and decision making process.

Candidates will be well-qualified finance



Royal National Lifeboat Institution

Poole, Dorset

professionals with experience of operating at senior management level in a substantial organisation, not necessarily in the not-for-profit sector. They will have had responsibility for all aspects of financial management and will be capable strategic thinkers. They will be experienced negotiators and preferably have worked with a range of external professional organisations, including investment managers. Candidates must be able to demonstrate the ability to understand and be sensitive to the ethos of the RNLI, and although knowledge of charity law and accounting practice, including taxation, is not essential, it would be an important attribute, as would be experience of the development and implementation of major IT systems.

To express your interest in this appointment please send, in strict confidence, a full CV (including your career history, relevant achievements, latest remuneration, date of birth and, for use with discretion, daytime telephone number) to the Institution's advisers Peter Drew, Sexton Bamfylde Hever plc, PO Box 198, Guildford, Surrey GU1 4FH (fax 01483 30 30 29), quoting ref PLNCF/F to arrive no later than Friday 12 June 1998. We will contact you by Friday 3 July.

ARC

ADVERTISED RECRUITMENT AND CONSULTANCY  
A PRACTICE WITHIN BARTON BAMFYLDE HEVER PLC



Hanson



## Influential finance roles within a major plc.

ARC is a major operating subsidiary of Hanson PLC and lies at the core of the Group's future strategy. ARC is one of the UK's leading providers of construction materials, employing 4,300 people on more than 300 sites across the country and in its marine dredging fleet. Internal promotion and reorganisation has led to a requirement for two outstanding individuals to take up business facing roles within the organisation.

### DIVISIONAL FINANCIAL CONTROLLER

Based in one of the larger business units and reporting to a Divisional Director, you will operate as an integral member of the management team and be responsible for the timely provision of all management and financial information, as well as offering commercial advice to the management group. Leading a small team, you will ensure that group reporting requirements are met whilst making a key contribution to the development of business strategy. Ref DFC/919.

Both positions call for excellent technical skills coupled with the ability to contribute to the strategic direction of the business through the provision of sound commercial advice. Ideal candidates will be qualified accountants with circa five years post qualification experience, preferably, although not essentially, gained in a manufacturing or distribution environment. Additional attributes should include strong interpersonal skills and the ability to communicate, persuade and influence at all levels across the business.

In return we offer a competitive remuneration package which includes excellent bonus potential and a full range of company benefits including a fully expensed car. Interested candidates should send a current CV, quoting appropriate reference, together with details of salary expectations to Karen Paige at Paige Consulting, PO Box 276, Exeter, EX3 0YP. Tel: 01392 876754. Fax: 01392 877927. Email: paige@conex.co.uk

### PAIGE CONSULTING

EXECUTIVE SEARCH & SELECTION

CANTERBURY CHRIST CHURCH COLLEGE

### FINANCE

#### DIRECTOR OF FINANCE

Not less than £35k per annum

Ref: DOF/FIN/33

Canterbury Christ Church College is a large successful Higher Education institution which has grown rapidly over the past five years and now has over 10,000 students.

As Director of Finance you will be responsible for the administration of the College's finances, turnover £35m. You will need a recognised accountancy qualification, and extensive experience of financial administration at a senior level in a large organisation. You should have the ability to lead the Finance Office during a period of change, good communication skills and a willingness to exercise initiative and judgement.

Closing date 1 June 1998.

Interviews from Mid June 1998.

Salary dependent on experience and qualifications.

Application form and further details from Personnel, Canterbury Christ Church College, North Holmes Road, Canterbury, Kent, CT1 1QU, Tel 01227 782675 (answeringphone service), quoting the reference number. Email: personnel@canterbury.ac.uk No agencies.

## Appointments Advertising

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday.

For information on advertising in this section please call

Ben Bonney-James  
on 0171 873 4015

Financial Times

Barclay Simpson  
Recruitment Consultants



## Head of Internal Audit

Establish Internal Audit in the world's largest medical research charity

Based Central London

£60,000+Benefits

The Wellcome Trust is the world's largest independent medical research charity, with an asset base of £11 billion and distributing some £250 million to support biomedical research each year. It seeks not only to fund the research, but also to ensure that its potential health care benefits are fully realised. The Trust supports more than 3,000 researchers in 30 different countries. To help meet these challenges the Trust wishes to appoint a Head of Internal Audit.

The Head of Internal Audit is a senior management appointment and will report to the Director of the Trust and to the Chairman of the Audit Committee. Key objectives will include ensuring that effective control is maintained, providing reassurance that the Trust's assets are being safeguarded, determining ways to enhance and improve efficiency and assisting in the interface with recipient institutions.

This is an exciting and wide ranging opportunity to establish and develop an internal audit department covering all aspects of the Trust's operations. It will

appeal to experienced internal auditors with a minimum of 8 years professional audit experience who have proven ability in leading successful audit teams in either the public or private sectors.

Applicants must be professionally qualified, have a record of developing systems and implementing change, have a high level of I.T. literacy and empathise with the objectives of the Trust. Experience of investment markets, computer audit or knowledge of the operation of charities would be desirable.

For further details and to apply, please contact Adrian Simpson ACA at Barclay Simpson Associates, Hamilton House, 1 Temple Avenue, Victoria Embankment, London EC4Y 0HA. Telephone 0171 936 2601. Fax 0171 936 2655. E-mail as@barclaysimpson.co.uk

The Wellcome Trust

## Business Finance Analyst

£50-£55,000 + Car

West Midlands

Our client, a world player in specialist engineering markets is committed to world class business systems and controls. With operations throughout the world its Finance function delivers both demanding and varied work together with first class training and personal development.

Due to a number of acquisitions they seek a Business Finance Analyst to be Midlands based and involved in acquisitions and divestments of businesses as well as monitoring the performance of current subsidiaries.

Reporting to the Finance Director and working with board members you will be dealing with external advisors, performing due diligence and post acquisition reviews.

You will be responsible for the analysis of the budgets, plans and accounts of the subsidiaries. In addition, the department advises divisional management regarding all investment projects that require the approval of the Group Chairman or Board and prepares investment appraisal reports on such project proposals.

Ideal candidates will be graduate, qualified accountants, IT literate with an international mindset.

You will possess excellent interpersonal skills and a desire to succeed in a fast moving, diverse company.

This is an excellent opportunity to join this highly professional organisation with excellent prospects for advancement.



Suitably qualified and experienced candidates should send a full CV to:

Tony Gleeson BA CA

at Greenwell Gleeson

Associates,

52 St Pauls Square,

Hockley,

Birmingham

B3 1QS.



GREENWELL  
&  
GLEESON  
associates

## Project Finance Controller

£37-40,000 + Car + Benefits

Birmingham

The Company Our client was formed in 1989 as a joint venture between two major conglomerates. It has a small head office in Paris and corporate offices in the UK, Spain and Belgium. Turnover is circa 12 billion ECU and the business employs some 95,000 people.

They have an autonomous devolved structure with five operating divisions.

This division is an international group of companies and manufactures a complete range of equipment for customers throughout Europe, the Far East and the USA.

It offers a comprehensive project management service which includes turnkey design and build contracts.

Based at Birmingham on a 52 acre site, our client manufactures for UK and overseas markets.

As a result of winning contracts worth several hundreds of millions of pounds, they now require a first class finance professional.

The Role

This key role is required to drive the function towards its key objectives.

The Project Controller will be responsible for:

- Co-ordination, consolidation and review of activities within Finance Project teams.
- Review of project situation reports, cashflows, budgets and capital employed forecasts.
- Monitoring key performance indicators across all projects.
- Liasing with senior management and Directors across all functions on areas of financial project control and reporting.

The Candidate

- You will be a qualified accountant with significant experience gained in a large, engineering environment.
- Sound commercial appreciation. Strategic overview with proactive, hands-on approach.
- First class interpersonal skills, ambitious, committed to continuous improvement.

## DIRECTOR OF FINANCE & ADMINISTRATION

Manchester

This substantial and well-respected Manchester legal practice tops the tables in the North West in its specialist field. Having achieved significant levels of growth in the past and aiming to do so in the future, the firm is at an exciting stage in its development. As they now employ some 170 people, the equity partners are looking for a high-calibre individual to take responsibility for the non-fee-earning side of the partnership.

Reporting to the Managing Partner, you will play a key and influential role, heading up the finance, administration, IT and personnel functions. As one of a small central management team, you will assist the firm in all aspects of its profit planning, financial controls and general management.

Please reply in confidence, enclosing your CV and current salary details, quoting Ref: FT9036, to Joelle Warren, Howgate Sable, Arkwright House, Parsonage Gardens, Manchester M3 2LF. Tel 0161 839 2000. Fax: 0161 839 0064.

E-mail: manchester@howgate-sable.co.uk

Internet: http://www.howgate-sable.co.uk

Partnership with Kemen Corporation in North America.

h/s

International Search & Selection

# IT Appointments

## Change Before It's Too Late!

Jack Welch, Chairman &amp; CEO

### Open Day

General Electric is one of the world's largest companies with annual revenue of over \$90 billion and has grown to become one of the premier companies in Europe with over 100 major locations generating European based annual revenue of more than \$18 billion. GE has grown to employ over 270,000 people worldwide including over 70,000 in Europe.

Built on 120 years of innovation, GE provides opportunities for those who have a vision, with the energy and confidence to pursue it.

GE is committed to bringing leading edge products and services to its world markets including advanced medical imaging equipment, plastics, appliances, power generation equipment, lighting, industrial control systems, power controls, aircraft engines, entertainment (NBC) and financial services. Through alliances and acquisitions, we aim to double the size of our European operations by the turn of the century and IT is at the forefront of the dynamic, fast paced growth and development of GE.

GE is hosting an Open Day on Sunday 14th June 1998, for high calibre diverse IT professionals from business analysis to leadership roles throughout Europe.



GE

An equal opportunity employer

\*Trademark of General Electric Company, U.S.A., which is not connected with the English company of a similar name.

### C++ QUANT DEVELOPERS Equity Derivatives

#### CITY

Our client is the largest banking institution in the US and one of the largest in the world. With a global presence in over 50 countries and an asset size in excess of \$300 billion, the firm possesses top tier leadership in every area of banking, from global finance and trading to private banking and information services.

Due to expansion, our clients are looking to recruit a C++ mathematical developer to support its Equity Quantitative Trading Group. The team consists of Analyst Programmers, Quant Analysts and Marketers and holds responsibility for the implementation and delivery of business solutions to the trading floor community.

#### Background

- PhD Graduate
- 1 - 2 years Post Doctoral experience in any industry

#### Skills & Attributes

- Excellent mathematical and analytical skills
- Strong applied programming and modelling skills
- C/C++ development skills
- Team oriented
- Ability to work to tight deadlines in a pressurised environment
- Knowledge of modelling using Monte-Carlo simulation is an advantage

This is a unique opportunity for candidates with a numerical background to not only gain an in-depth knowledge of a full range of business areas, but also to work closely with derivative traders and sales people to price and manage mathematically complex Equity Derivative structures.

For this position and others  
please contact Sally Mullan  
or Mike Sherwin

**Huxley**  
Associates

INVESTMENT BANKING  
17 St Helen's Place, London EC3A 6DE

#### £ Excellent Package

#### Candidates will possess:

- A computer related or numerate degree.
- An up-to-date knowledge of client/server development, relational databases (pref Oracle) and/or systems integration.
- Strong analytical and effective problem solving skills.
- A high level of motivation, the ability to motivate others and communicate the IT vision.
- The ability to set aggressive goals and understand accountability and commitment.
- Excellent communication skills coupled with a professional approach.
- The ability to add value within the specialist IT career path they have chosen.
- The ability to embrace change and not see it as a threat.

Being fluent in a second European language may be an advantage in the future, as would be the flexibility to relocate.

We are result-orientated, performance-focused, fast-changing, energetic and passionate about winning. If you meet this profile and are excited about joining a fast-paced global company, please contact our retained consultants promptly as there are limited places available.

Interested candidates should respond to either Lisa Norris or Samantha McElroy at Robert Walters Technology by sending a detailed Curriculum Vitae, to Level 5, 40 Strand, London WC2N 5HZ. Alternatively telephone them on 0171 915 8742. E-mail: lisa.norris@robertwalters.com You may also apply via <http://www.robertwalters.com> quoting reference RW97.

#### European IT Opportunities

### EQUITIES Business Analysts & Project Managers

#### CITY

#### £35-55,000 + Banking Benefits

#### The Organisation

The European Equity Business team in the pre-eminent US Investment Bank are currently searching for outstanding Business Analysts and Project Managers. The team consists of analysts and implementers responsible for business analysis, architecture, account management, project management and implementation for all Back Office Systems across Europe. These requirements have come about as a result of ongoing European expansion and acquisitions, and the re-architecting of the European Systems Group.

#### The Roles

The many and diverse roles incorporate EMU Strategy, Finance Analysis and Design, SWIFT Settlement Analysis and Implementation, Global Projects, Year 2000 Planning and Implementation. Wide ranging skills required include: Settlement experience (Crest, Euroclear etc.), Financial knowledge (Ledgers, stock records, posting drivers, regulatory etc.), Trade Processing (Charges, Accrued Coupon, Settlement Defaulting), Securities Background (Swaps, OTC, FX).

#### The Qualifications

Technical experience to include some of the following: Microsoft Office, Project, Basic SQL concepts and Data Architect skills for the relevant positions. Candidates should be Graduates with a good degree (1st or 2:1). Essential skills include a proven understanding of the Securities business either in Operations, Finance or Technology. Substantial experience working within the financial sector and solid and demonstrable communication skills.

#### The Future

This organisation is uniquely positioned to capitalise on its established business strengths and to consolidate its position as a global leader across a range of financial markets. This is clearly an exciting opportunity to join business critical projects at a defining moment.

Please contact Danielle Lorenz

**Huxley**  
Associates

INVESTMENT BANKING  
17 St Helen's Place, London EC3A 6DE

Telephone: 0171 335 5888  
Mobile: 0468 175 002  
Fax: 0171 335 0008  
Email: d.lorenz@huxley.co.uk

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#### Based at our world headquarters in Madrid, the following position is available:

#### Product Manager Internet Data Services

-Ref: G10-1-98-

**Business Role:** Analyse market and client needs for data related Internet products and projects, define products, co-ordinate and carry out the production process as well as the final administration and distribution.

**Requirements:** University degree in Business or Sciences, at least four years experience in product management of which two years as Project Leader in a New Technologies multinational firm. Database and/or statistical market data management experience. Marketing knowledge is essential. Excellent English both written and spoken, Spanish and/or French a plus. Knowledge in travel and reservations industry will be an asset.

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Please address your application with a recent photograph, CV in English and letter with salary expectations, indicating the reference to: Amadeus Human Resources Department, Aptdo. de Correos 20.172 - E - 28027 Madrid. Email: jcdelosrios@amadeus.net (If you send your CV by Email, please attach it in a Word 6.0 or RTF format).

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60-80K

Swaps/IR Analyst Programmer C, C++, Unix 2 yrs.

35-65K

FX Analytics C, C++, Sybase, Unix Applications Developers

30-50K+

A/P with 1 year Visual Basic, Access, C++

18-25K

#### CAMPION INTERNATIONAL RECRUITMENT CONSULTANTS

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